

# CAUT/ACPU BULLETIN



MAY / MAI 1992 VOL. 39, No. 5

## Strike at Mount Allison

The faculty and librarians at Mount Allison University went on strike between April 3 and 18 to resist a series of roll back demands by the president and the Board of Regents.

Many of the academics at Mount Allison perceived the tactics of the Board of Regents as being essentially an attempt by President Ian Newbould to bust the union and roll back salaries.

High on the hit list were salaries and benefits where the president was insisting on clawbacks that could have run to \$3,700 per faculty member, undermining of sabbaticals whereby faculty would only secure one every 20 years, and a return to age discrimination.

Dr. Newbould pursued these demands while also requesting that the Board of Regents increase his own travel and entertainment allowance, and that one new vice-presidential and two new decanal positions be added to the administrative complement.

Last year, a parity committee chaired by Elmer Tory, a neutral chair chosen by the university senate and composed of two senior Mount Allison administrators, Howard Snow of CAUT, and Professor Rick McGaw, Chair of the CAUT Collective Bargaining Cooperative, had unanimously concluded that there was no case for layoffs and that the budgetary problems of Mount Allison could be met by a series of decisions over the next three years that did not involve salary rollbacks.

These recommendations were overwhelmingly endorsed by the senate but the president ignored many of these suggestions and insisted that the budget had to be balanced in one year. He kept the threat of lay-offs open apparently in order to create leverage during the negotiations of a new agreement.

President Newbould's idea of negotiation consisted of regularly restating management's position. Although negotiations for a new

agreement began in August 1991, and the two teams had met 32 times, not a single article had been agreed by mid-March 1992. There was no movement from the administration side until a few hours before the strike deadline that had been set by the Mount Allison Faculty Association (MAFA).

In the final few hours, hard work by a mediator managed to generate some progress, but the administration broke off negotiations after rejecting a package proposed by MAFA, thereby forcing MAFA members out on the picket line.

The administration then shed some crocodile tears about the impact of the

strike on the students. The sincerity of their concern can be measured by their repeated refusal prior to the strike to agree to a proposal from MAFA for a six-month moratorium on strikes and lockouts.

The employer had decided to impose their version of the new contract. Many faculty were troubled by the potential impact on students but in a vote in the second week of the strike they nevertheless supported their bargaining team by a vote of 86 to 7.

The CAUT Defence Fund voted strike

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## Grève à l'Université Mount Allison

Du 3 au 18 avril, les professeurs et les bibliothécaires de l'Université Mount Allison ont fait la grève pour protester contre les demandes de réductions salariales du recteur et du conseil d'administration.

Nombre des universitaires de l'université ont perçu les tactiques du conseil d'administration comme une tentative du recteur, M. Ian Newbould, de briser le syndicat et de réduire les salaires.

Les salaires et les avantages sociaux figuraient en tête des secteurs sur lesquels le recteur insistait pour récupérer des sommes qui auraient pu se chiffrer jusqu'à 3 700 \$ par professeur. Suivaient les congés sabbatiques auxquels les professeurs n'auraient eu droit qu'à tous les vingt ans et le rétablissement de la discrimination en fonction de l'âge.

M. Newbould a maintenu ses revendications tout en demandant une hausse des allocations de déplacement et

de loisirs du conseil d'administration et l'ajout d'un nouveau poste de vice-recteur et deux nouveaux postes de doyen aux effectifs administratifs.

L'année dernière, un comité paritaire présidé par Elmer Tory, une personne neutre choisie par le sénat de l'université, et composé de deux cadres administratifs de l'université ainsi que de Howard Snow, de l'ACPU, et de Rick McGaw, président de la Coopérative de négociation collective de l'ACPU, avait conclu à l'unanimité qu'il n'y avait pas lieu de procéder à des licenciements et que les difficultés financières de l'université pouvaient être réglées par diverses mesures au cours des trois prochaines années. Ces mesures ne comprenaient pas de réductions salariales.

Le sénat a accepté à la majorité ces recommandations mais le recteur a passé

suite à la page 13



Left to right: Thilo Joerger - President MAFA, Rick McGaw - Chair CAUT Coll. Barg. Coop. Jennie Hornosty - Member, CAUT Executive, Gwen Creelman - President, FNBFA

## Striking impressions

(To R.W. and the team)

by Michael Thorpe

It was, like everything, educational: In language a kind of war, or sport — Pickets patrols captains teams but we didn't, thank luck, go over the top, or get rib-crushed against the boards. There were too many grey hairs to bear such violence, or such weather: sudden deaths among full professors would have popped champagne in certain quarters.

It was, like everything, an education: we revised, on the hoof, the articles of picketing —

"be properly attired for a long walk" (or leaning long hours on your trusty sign)

"do not engage in argument or debate" (except with each other, all the time) "do not consume anything that will impair"

(excepting corrosive coffee and obese doughnuts)

"do not worry about the inconvenience caused"

(we began worrying we didn't cause enough)

"simply ignore any unpleasantry" (such as "Get back to work you arseholes!"

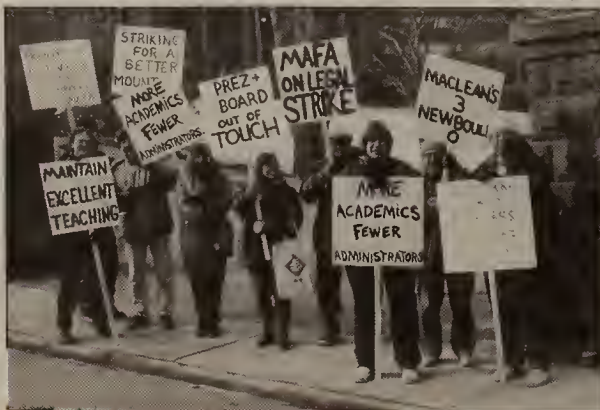
or getting car-washed by the X-walk)

Then there were these images:

Chill droplets of rain the first day clinging to Ken Adams' impervious head,

Becky theatrically embracing a certain Admin. Person's vehicle, Terry the terror of the lines chatting up the troops (that military language again), Bindy's treats created in the throes of bronchitis; on the Day of the Board

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**CAUT meets McKenna**  
(Pages 10, 11)

**Test universel**  
(Page 6)

**Operating Grants Limited**  
(Page 9)



## SSHRC chief responds

I would like to address some of the concerns about the Canadian Studies Research Tools (CSRT) Program raised by CAUT President Fred Wilson in his editorial entitled "Librarians treated as 'poor sisters' of research," which appeared in your January 1992 issue of the CAUT Bulletin.

In December 1990, a special consultative group was convened in Ottawa by SSHRC to discuss the issue of integrating support for research tools into the Council's Research and Strategic Grants programs. This committee was asked to give Council specific advice on how to ensure we could continue to honour our commitments to support the creation — by or on behalf of all researchers, including librarians and bibliographers — of high quality, useful scholarly research tools in all areas which come under our mandate.

In addition, the committee was to provide advice on

how to ensure that requests for these types of projects would be given a fair and sensitive treatment by Council staff, external reviewers and adjudication committees.

I assure you that this consultative group's deliberations explored very carefully all issues pertaining to the CSRT program. A report based on these deliberations and listing the committee's various recommendations is being prepared and will be presented to Council.

We are well aware of the need to provide clear direction to potential applicants and to all involved in the adjudication process in light of the upcoming Strategic and Research Grants programs competitions (application deadline: October 15, 1992).

In addition, various members of the Canadian Library Association, the Bibliographical Society of Canada, the Association of Canadian Studies and the Association of Canadian Archivists were interviewed prior to and in the

course of an evaluation study of the program done by Robert Hanson, Director of the Evaluation and Statistics Division at SSHRC.

The evaluation revealed that the Canadian Studies Research Tools program had successfully met its objective of helping to create high quality research tools for advanced scholarship in Canadian studies over the last ten years. As a result of the study, the Council decided to terminate the CSRT program in its present form. The operative words here are "in its present form."

In future, applications for research tools are to be reviewed as part of the research proposals in the Strategic and Research Grants competitions. Of course, as with other recently-adopted program reforms, the Council will carefully monitor the impact of this change, particularly over the first two years, to ensure that appropriate support continues to be provided for the development of the tools required for effective research.

Please be assured that we, at the Council, share Mr. Wilson's appreciation for the importance of research tools. The SSHRC remains committed to providing support for the creation of these tools and will do its utmost to ensure that the transition of support to Council's Research and Strategic Grants programs is fair and equitable for all researchers — including librarians.

Louise Dandurand  
Secretary General  
Social Sciences and Humanities  
Research Council of Canada

## B.C., Sask. premiers agree GST 'regressive'

Thank you for your recent letter regarding the application of the GST to books and periodicals.

At this time our government has no plans to "harmonize" our provincial sales tax with the GST. We believe, just like you, that the federal government's financial policies are misguided. The GST is a regressive tax that continues to remove needed capital from cash-starved consumers.

I agree with you that a tax on learning is counterproductive, and I have shared your correspondence with the Honourable Glen Clark, Minister of Finance and Corporate Relations, for his consideration and review. I will also keep your

comments in mind at upcoming First Ministers' Conferences.

Mike Harcourt  
Premier of British Columbia

Thank you for informing me of your concern with the federal government's imposition of the goods and services tax on books and periodicals.

Please be advised that the Saskatchewan government believes the goods and services tax to be both regressive and unfair, imposing unjustifiable financial hardship on the Canadian people.

Roy Romanow  
Premier of Saskatchewan

## Striking impressions

continued from page 1

signs waving like a Roman legion —  
Fly Economy Class  
We Demand a 0 per cent Raise —  
rude, crude eggheads all,  
an intellectual proletariat  
unworthy of their hire.

There were also The Enemy  
that pickets are meant to watch for:  
our principled colleagues —  
who shall of course be nameless —  
stalked, crept or sidled by:  
one like an irate tug-boat  
took a right-angled turn  
through the line, a novel detour  
to Baxter House; another  
who was undoubtedly cross  
would strike up a whistle  
at the sight of us:  
most I hardly glimpsed,  
but know they were linked  
with us by a sense  
of rectitude and Newbold  
inversely proportioned...

It was, like everything, an education:  
We won much we didn't bargain for:  
words and wit warmed the picket-line,  
colleagues who showed unguessed-at resolve,  
firmness despite rumour and despair,  
formulating a definition of union.

There were sabbaticants who chose  
not to take leave from this and so many young  
who stood for more than money or favour...

You learnt whom you could count on,  
who would blink, or shrink —  
it wasn't always as you'd guessed;  
strangest were those who believed  
they could sit both sides of the fence,  
assured us they were with us,  
but somehow weren't quite there.

Who did not feel guilt every day  
for our students, 'deeply affected'  
in the Presidential phrase?  
They were in more than one sense pawns,  
could become a ready alibi  
for fading resolve...

It was, like everything, an education:  
there can after all be celebration,  
Madam Frozen Foods has her Convocation —  
our graduates to whom it really belongs  
may learn to love us  
again when memory  
converts to colourful anecdote  
how they acarily didn't convocate —  
but it was great  
to see those Profs. freeze out there  
just like real workers  
showing they cared  
about real problem-solving:  
Mount Allison after all was  
all kinds of an education.  
(shortened version, Ed.)

## UMFA pension vote presents paradox

Pussy cat  
Pussy cat  
Where have you been?  
To the city hall hearing  
But couldn't get in

Pussy cat  
Pussy cat  
Why was that?

It was all about cats  
And their habitats  
But they only admitted  
Dogs and rats

(The Inner City Mother Goose, Eve Merriam, 1969,  
Simon and Schuster, NY City).

During December 1991, the University of Manitoba Faculty Association voted on whether there should be indexing of faculty pensions. The writer was not allowed to vote — he was a pensioner!

Could not this paradox have been avoided by giving honorary membership (with the right to vote) to retiring faculty members who had been members of the faculty association for a given number of years or giving them the option of retaining their membership at reduced dues? This, it would seem to me, would be an essential corollary of Faculty Grey Power.

F. L. Marcuse  
Senior Scholar  
University of Manitoba

Professor Marcuse points to an inconsistency in this matter: while the ratification vote dealt with changes to the pension plan, those eligible to vote included only those members of the bargaining unit who were members of the association.

As the changes to the pension plan arose from a collective agreement, and as the University of Manitoba Faculty Association is a union under Manitoba labour law, we could ballot only the union members in the bargaining unit. Members of the association who were not members of the bargaining unit, including retired members, could not vote.

I would like to emphasize that this association has taken, and intends to take in future, the position that benefits for retired faculty members should be increased greatly. During the past round of negotiations, the association was successful in reaching a Letter of Understanding with the administration of the University of Manitoba that post-retirement adjustment allocations be increased by 20 per cent, in addition to normal inflationary increases applied to that allocation.

Tom Booth  
President, Faculty Association  
University of Manitoba

## Manitoba won't harmonize

Thank you for your letter concerning harmonization of the PST with the GST and the taxation of books.

At the outset, the Manitoba Government has no interest in harmonizing the Manitoba Retail Sales Tax with the GST to stem cross-border shopping as recent press reports have suggested.

The federal proposal to collect provincial sales taxes at border crossings if provinces harmonize on goods (not services) is not acceptable since it would mean that Manitobans would have to pay Retail Sales Tax on such items as books and other publication materials, children's clothing and footwear — not only at the border but also when they buy these goods in Manitoba.

These items are currently exempt in Manitoba and we believe there are good public policy reasons for maintaining these exemptions. Accordingly, we have rejected the federal offer.

To meet the federal government's concerns with collecting provincial sales taxes on different goods in each province, Manitoba has put forward a proposal for the federal government to collect provincial sales taxes at the border on all goods except those which fall under provincial exemptions. No new taxes would be imposed; exempt goods such as books would retain their exemption and collection would only be on those taxes already in place.

Our government fully recognizes the importance of affordable education materials and I believe Manitoba's proposal on tax collection at border crossings above reflects this view.

At the same time, I would like to point out that Manitoba provides substantial provincial support to various groups, programs and institutions which promote literacy, culture and education including grants to provincial libraries, by means other than through the tax system. We are committed to ensuring that vital and essential education programs and services in these areas are maintained.

Clayton Manness  
Minister of Finance  
Province of Manitoba

## Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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# Inequity still plagues hiring practice

Employment equity for universities means ensuring that all job applicants and employees have a fair chance in the workplace of the university. It is achieved when no person is denied employment opportunities or benefits for reasons unrelated to ability to perform their academic functions as teachers, researchers and professional librarians. The employment equity goal of fairness does not mean treating everyone the same but includes positive action to remove the disadvantages and to accommodate differences.

It is evident that ability to perform the tasks of a university teacher or professional librarian is unrelated to a person being a woman, an aboriginal person, a person with disabilities such as blindness or dyslexia, or a member of a visible minority — though, to be sure, how tasks are performed, and when, may have to be varied to take account of such things as dyslexia or child-rearing responsibilities.

It is surely also evident that having already had a teaching job in a university also does not incapacitate one from performing academic functions. To the contrary, one would expect that such experience would make one more qualified, rather than less, for an academic appointment.

Unfortunately, there is mounting evidence that in some departments the contrary is true. Consider two recent cases that have come to the attention of CAUT's Academic Freedom and Tenure Committee.

**CASE 1:** A woman, with 14 years teaching experience at the university, was shortlisted for a term position, but was subsequently turned down and the position offered to an apparently less qualified individual. The ostensible reason for turning her down was that the position would not be renewed for financial reasons. The fear on the part of the administration seemed to be that since she had four years of continuous full-time employment, one more year of full-time employment would make her eligible for a continuing appointment (i.e., tenure) given the terms of the collective agreement with the local faculty association.

The faculty association was sympathetic in that the candidate was being turned down for positions which were being offered to less qualified and less experienced individuals. They also see a possible conflict with the university's espousal of "affirmative action" for women. But they were unable to grieve the matter because there was no mechanism to do so in the case of term appointments. The association did grieve concerning procedures in the committee where the final decision was made not to give her the position. It has also since written into the collective agreement much better procedures. But nothing could be done for the woman.

**CASE 2:** A woman with a Canadian doctorate had had several successive term appointments at the university, and had acquired an excellent teaching record. She applied for a position that the university advertised in an area where she had published and in which she had taught. The search committee did not even put her on the short list. Unfortunately, the candidates who were in fact shortlisted turned out in the light of interviews to be below standard.

The department then sought permission from the administration to consider for this position candidates who had applied for a second position in the department. Although the job description for the second position was different, a young person, fresh with a doctorate from a major foreign university, who had applied for the second position was eventually hired to fill the first.

There were clearly irregularities that created unfairness. There were other problems, too, though sexism was not one of them since the person who eventually got the job was also a woman.

The chair of the department, when asked, provided reasons why the woman was not shortlisted. This statement made it clear that the search committee (1) had undervalued her published research and proven track record in securing grants, possibly because the research was not in the currently popular paradigm and dealt with Canadian rather than internationally recognized issues; (2) had ignored creative professional work in producing programs for CBC radio; and (3) negatively compared her teaching record to the "promise" of candidates fresh from graduate school. It also seems that there might have been some prejudice on the search committee against PhD's from Canadian universities. In any case, an older experienced candidate was passed over unfairly in favour of a younger candidate.

And, of course, the term contract of the woman who was passed over was not renewed. The students protested in the campus press against the loss of an excellent teacher; their

concerns fell on deaf ears. Fortunately, the woman was still at that time employed at the university and was in a position to launch a grievance. This she did, and won. The remedy was a guarantee of a place on the short list the next time the university advertised a position in the area originally advertised, provided, of course, that the woman applies in the normal way.

Unfortunately, while indicating that a wrong had been done, the remedy does not go very far in correcting injustice since the likelihood of another appointment in that area in the department in the near future is small. The problem is that no judge or grievance hearing board is likely to force a university to do what would clearly be the most appropriate thing, namely create another position for which the candidate could apply and insist upon being fairly treated and evaluated; at least they would not do so unless the collective agreement explicitly required such a remedy.

Fortunately in this case the woman was in fact able to obtain a tenure stream appointment at another institution; it merely illustrates that the outcome might not have been so happy for this person. The point is, even where it is possible to grieve an unjust hiring decision, the outcome is still likely not going to provide much help to the candidate.

There is more to the second case than just "age-ism," nonetheless this is a crucial ingredient in both. "Age-ism" is in fact nothing new: there has always been a tendency for search committees to ignore older applicants for a junior position in favour of younger applicants. When there were few older applicants this sort of unfair treatment could be ignored. But now that there are several generations of gypsy scholars who now have the vision of permanent jobs opening up before them, they will find it very disconcerting to discover that once again the permanent jobs to which they aspire will be closed to them — now on the basis of nothing more than their age. Given the known cases, and the anecdotal evidence, it is pretty clear that there are a fair number of people who are now having this problem as they search for tenure stream positions.

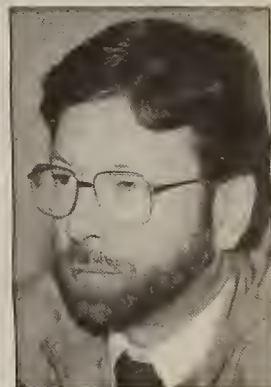
Case 1 makes clear one thing that should be done: faculty associations should ensure procedures for consultation in a search committee are set out clearly, and that the association itself can grieve when the procedures are not followed, even in those cases where the person unfairly treated is not a member of the bargaining unit. Even where it is a non-member who will benefit directly from the grievance, it is still in the interests of the association, and of all its members, that there be fair and equitable treatment of all applicants.

However, Case 2 also makes clear that even where grievances are possible and can be won, the remedy for the individual is not all that it perhaps should be. The best remedy would be for the unfairly treated candidate to be given a job. It is not unknown for collective agreements to specify hiring "over complement" in such a case, with the normal complement restored subsequently by attrition.

But in any case it is evident that prevention is better than cure. Every effort should be made to ensure that all procedures are scrupulously applied to all applicants for a position, whether they are internal or external, whether they are fresh PhD's or experienced teachers. If committees know that they are being monitored as to whether the process conformed to principles of equity, it is more likely that a search committee will do its job well.

CAUT therefore proposes in its equity policies that all such committees be monitored by a university-wide review committee. Such process will be reviewed in any case, for example, by Human Rights Commissions, the Federal Contractors' Program, but CAUT believes that self-regulation is preferred. A university-wide committee is best able to remedy possible bias, prejudice, and simple self-interest that too often moves narrower groups within the university community.

Finally, local associations can play a role in educating their members to the need for, and requirements of, equity in the appointments process. They can in particular encourage their members to recognize that "age-ism," like sexism, racism, and heterosexism, is prejudice, and that an experienced gypsy scholar can provide "new blood" in a department as well as a bright new PhD.



By Fred Wilson  
CAUT President

## Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,000 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary in the other official language. No pen names. CAUT hopes to publish one such article per issue starting in September but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPU accepte les articles de 1 000 mots et moins portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPU espère publier un article par numéro à compter de septembre selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

## CAUT CALENDAR

Consortium	Jun 3
Academic Freedom & Tenure Cmty.	Jun 12-13
Status of Women Committee	Jun 12-13
CB Conference (Val Morin)	Jun 13-17
CAUT Executive	Jul 10-11

## CALENDRIER DE L'ACPU

Consortium	3 juin
CLUPE	12-13 juin
Comité de statut de la femme	12-13 juin
Conférence sur la négociation collective (Val Morin)	13-17 juin
Comité de direction	10-11 juillet

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# Des méthodes d'embauche encore inéquitables

Pour les universités, l'équité en matière d'emploi signifie que tous les candidats à un poste et les employés ont une chance égale de travailler à l'université. Un milieu de travail est équitable lorsque personne ne se voit refuser des perspectives d'emploi ou des avantages pour des motifs n'ayant rien à voir avec sa capacité d'exécuter des tâches à titre de professeur, de chercheur et de bibliothécaire. L'objectif de justice de l'équité en matière d'emploi ne signifie pas qu'il faille traiter tout le monde sur le même pied. Il comprend toutefois l'action positive qui vise à éliminer les désavantages et à accommoder les différences.

Il est évident que le fait d'être une femme, une personne d'origine autochtone, une personne non voyante ou dyslexique ou un membre d'une minorité visible ne veut pas dire que l'on ne peut exécuter les tâches d'un professeur ou d'un bibliothécaire d'université. Toutefois, la manière dont les tâches sont exécutées et le moment où elles le sont peuvent varier pour tenir compte de facteurs tels que la dyslexie ou les responsabilités liées au fait d'élever des enfants.

Il est certes évident, également, que le fait d'avoir déjà enseigné dans une université n'empêche pas une personne de pouvoir accomplir des fonctions universitaires. Bien au contraire, on pourrait s'attendre à ce que l'expérience accumulée compte davantage dans l'obtention d'un poste universitaire.

Hélas, il est de plus en plus prouvé que le contraire est vrai dans certains départements. Études des causes récentes dont le Comité de la liberté universitaire et de la permanence s'est occupé.

**AFFAIRE NO 1:** Une femme, ayant derrière elle 14 années d'enseignement à l'université, n'a pas été retenue pour un poste d'une durée déterminée après avoir été sélectionnée pour la liste restreinte. Le poste a été offert à une personne apparemment moins qualifiée. Il semble que l'on ne l'ait pas retenue parce que le poste convoité ne serait pas renouvelé pour des motifs financiers. Apparemment, l'administration craignait de lui octroyer une année supplémentaire à temps plein parce qu'elle comptait déjà quatre années d'emploi continu à temps plein. Elle aurait ainsi été admissible à une nomination permanente, donc la permanence, en vertu de la convention collective de l'association des professeurs.

L'association de professeurs était compatissante puisque la candidate se voyait refuser des postes que l'on avait offerts à des personnes moins qualifiées et moins expérimentées. L'association des professeurs y voyait également un conflit possible avec l'engagement de l'université à implanter l'action positive pour les femmes. Mais elle n'a pu déposer de grief pour l'affaire parce que rien du genre n'était prévu dans le cas des nominations temporaires. Toutefois, l'association a déposé un grief contre les procédures utilisées par le comité qui a décidé de ne pas lui offrir le poste. En outre, elle a rédigé depuis, dans la convention collective, de meilleures procédures. On ne pouvait rien faire de plus pour cette femme malheureuse.

**AFFAIRE NO 2:** Une femme, détenant un doctorat d'une université canadienne, avait occupé plusieurs postes successifs d'une durée déterminée à l'université et possédait un excellent dossier d'enseignement. Elle a postulé un poste que l'université avait annoncé dans un domaine où elle avait publié et dans lequel elle avait enseigné. Le comité de recrutement n'a même pas retenu son nom sur la liste restreinte. Hélas, les candidats de cette liste se sont révélés en entrevue inférieurs à la norme.

Le département a alors demandé à l'administration d'étudier la candidature des personnes ayant postulé un autre poste annoncé au département. Bien que la description du poste fut différente du premier, on engagea une jeune personne ayant en poche un doctorat fraîchement obtenu d'une grande université étrangère et ayant postulé le deuxième emploi.

De toute évidence, on était en présence d'irrégularités qui créaient de l'injustice. Il y avait aussi d'autres problèmes mais le sexisme n'en faisait pas partie puisque la personne qui a finalement eu l'emploi était une femme.

Lorsque l'on a demandé au directeur du département pourquoi la candidature de la femme n'avait pas été sélectionnée pour la liste restreinte, il expliqua les raisons. Par cette déclaration, il ne fait pas de doute que le comité de recrutement avait sous-estimé les recherches qu'elle avait publiées et les preuves qu'elle avait obtenu des subventions de recherche. Il est possible qu'il ait jugé que ses recherches ne suivaient pas les courants populaires et traitaient de questions canadiennes plutôt que de questions reconnues mondialement. Deuxièmement, le comité n'a pas tenu compte de ses travaux créatifs professionnels dans la production d'émissions pour la radio de Radio-Canada. De plus, le comité a comparé négativement son dossier d'enseignement à celui de candidats prometteurs fraîchement émouls des études supérieures. En outre, il semble que le comité ait eu quelques préjugés envers les détenteurs de doctorats d'universités canadiennes. Quoiqu'il en soit, une candidate plus âgée et chevronnée fut injustement écartée à la faveur d'une candidate plus jeune.

Bien entendu, le contrat d'une durée déterminée de la candidate écartée n'a pas été renouvelé. Les étudiants ont protesté dans le journal de l'université contre le sort fait à une excellente professeure. On a fait, malheureusement, la sourde oreille à leurs

doléances. Par bonheur, la femme était encore une employée de l'université à l'époque et était en mesure de déposer un grief, ce qu'elle a fait. Elle a d'ailleurs obtenu gain de cause. Pour réparer les torts causés, on lui a garanti qu'elle figurerait sur la liste restreinte du prochain poste que l'université annoncerait dans le domaine où elle avait postulé au départ, à la condition, bien entendu, qu'elle suive les voies normales.

Malheureusement, le redressement, bien qu'il soit la preuve que des torts ont été causés, ne corrige pas beaucoup l'injustice subie puisque que les chances sont minces qu'un autre poste dans le même domaine soit annoncé à ce département dans un avenir prochain. Le problème est que pas un juge ou une commission d'audition des griefs ne risque d'obliger une université à faire ce qui serait le mieux approprié, à savoir créer un autre poste auquel la personne pourrait poser sa candidature et pour lequel elle insisterait pour être traitée et évaluée équitablement. Du moins, une université ne le ferait pas sauf si la convention collective exige explicitement un redressement de ce genre.

Dans cette affaire, heureusement, la femme a pu obtenir un poste permanent dans un autre établissement d'enseignement. Autrement dit, il est bien possible que les résultats obtenus ne lui aient pas donné grand réconfort. Par conséquent, même s'il est possible de contester une décision injuste dans l'embauche, l'issue risque de ne pas toujours aider la personne touchée.

Dans la deuxième affaire, l'âge n'était pas le seul facteur déterminant. Néanmoins, dans les deux cas, il a joué un rôle crucial. De fait, le problème de l'âge n'est pas nouveau: les comités de recrutement ont toujours eu tendance à préférer aux candidats plus vieux, pour un poste de débutant, des candidats plus jeunes. À l'époque où les candidats plus vieux n'étaient pas nombreux, ce genre de traitement injuste pouvait s'oublier. Or, de nos jours, alors que plusieurs générations d'universitaires allant d'un poste temporaire à un autre voient à la portée de la main des emplois permanents, il est très déconcertant pour eux de constater que la permanence, à laquelle ils aspirent, leur échappe une fois de plus en raison cette fois de leur âge, ni plus ni moins. Compte tenu des deux causes relatives précédemment et des causes connues, il ne fait pas de doute qu'un grand nombre d'universitaires font présentement face à ce problème lorsqu'ils postulent un emploi menant à la permanence.

La première affaire révèle une chose: les associations de professeurs devraient s'assurer que les procédures de consultation d'un comité de recrutement sont clairement énoncées et qu'elle peut les contester si elles ne sont pas respectées, et ce, même si la personne injustement traitée n'est pas membre de l'unité de négociation. Il est toujours dans l'intérêt de l'association et de tous ses membres, même si la personne qu'elle défend n'est pas un de ses membres et qu'elle profitera directement du grief, que tous les candidats soient traités avec équité et justice.

Toutefois, la deuxième affaire montre de manière évidente que, même s'il est possible de déposer un grief et d'avoir gain de cause, le redressement offert n'est peut-être pas du tout ce qu'il aurait dû être. En fait, le meilleur redressement pour des candidats traités injustement serait de leur offrir un poste. Des conventions collectives prévoient l'embauche excédentaire, les effectifs revenant plus tard à la normale grâce à l'attrition.

Quoiqu'il en soit, il vaut manifestement mieux prévenir que guérir. Il ne faudrait pas ménager les efforts pour s'assurer que toutes les procédures sont suivies à la lettre pour tous les candidats à un poste, qu'ils viennent de l'université ou de l'extérieur, qu'ils viennent juste d'obtenir leur doctorat ou qu'ils soient des professeurs chevronnés. Si un comité de recrutement sait qu'on surveille le processus de décision pour s'assurer qu'il est conforme aux principes d'équité, il est fort probable qu'il s'acquittera bien de sa tâche.

Dans sa politique d'équité, l'ACPU propose donc qu'un comité d'examen pan-universitaire surveille les travaux des comités de recrutement. Le processus de décision fera de toute façon l'objet d'une surveillance de la part notamment des Commissions des droits de la personne et du Programme de contrats fédéraux. Toutefois, l'ACPU estime qu'il est préférable que l'université ait son propre organe de surveillance. Un comité pan-universitaire est le mieux apte à corriger les préjugés possibles et les torts causés ainsi que les intérêts personnels qui trop souvent motivent les groupes plus restreints au sein de la communauté universitaire.

Enfin, les associations locales peuvent jouer un rôle en informant leurs membres sur le besoin d'un processus de nomination équitable et sur les conditions de sa création. En particulier, elles peuvent faire prendre conscience à leurs membres que l'âge, tout autant que le sexisme, le racisme et l'hétérosexisme, est un préjudice et que des universitaires chevronnés non permanents peuvent eux aussi apporter du sang neuf à un département au même titre que les brillants et jeunes détenteurs de doctorat.



par Fred Wilson  
Président de l'ACPU

## Fraud and Misconduct in Research

### Joint meeting

Canadian Society for the Study of Practical Ethics  
Canadian Association of University Teachers

Learned Societies

University of Prince Edward Island

May 30, 1992

ALL WELCOME

## Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPU ou a été suffisamment débattu par d'autres correspondants.

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**ACADEMIC LIBRARIANS: PERCEPTIONS AND REALITIES**  
**A Conference Sponsored by the CAUT Librarians Committee**  
**November 26-28, 1992**  
**Citadel Inn, Halifax, Nova Scotia**

**THURSDAY, NOVEMBER 26**

19:00-20:00 REGISTRATION  
 20:00-21:00 INTRODUCTION AND WELCOME BY CAUT PRESIDENT AND CHAIR, CAUT LIBRARIANS COMMITTEE  
 KEYNOTE ADDRESS: Perception of the role of Libraries and Librarians - *Gwen Creelman (Mount Allison)*  
 21:00 CASH BAR RECEPTION (hors d'oeuvres)

**FRIDAY, NOVEMBER 27**

8:00-9:00 REGISTRATION  
 9:00-10:30 PLENARY SESSION: Perceptions and Realities - the academic image of librarians and librarianship - *William Birdsall (Dalhousie), John Wilkinson (Toronto) and Brian Smyth (TUNS)*  
 10:45-12:00 PLENARY SESSION: Academic Librarians and Governmental Influences - interaction of librarians and government bodies - *Mary Williamson (York) and Karen Adams (CLA)*  
 14:00-15:15 CONCURRENT SESSIONS:  
 1. Working with Faculty Associations/Unions - negotiations and contract administration - *Margot Schenk (Saint Mary's)*  
 2. Working with Library/University Administrations - governance structures and librarian representation on governing bodies - *Carmel Allain (Moncton)*  
 3. Mergers of Library/Faculty Associations - mergers among faculty and librarian association members - *Ruth Marks (OISE) and Doug Suarez (Brock)*  
 15:30-17:00 PLENARY SESSION: Career Streams - attitudes, opportunities and practices at different institutions - *Joanne Kuhn (Waterloo) and Doug Vaisey (Saint Mary's)*

**SATURDAY, NOVEMBER 28**

9:00-10:15 CONCURRENT SESSIONS:  
 4. Contract Language - workshop on salary, benefits, appointment and other clauses - *Ian Dew (Lakehead)*  
 5. Professional Development - Research/Study/Education, Sabbaticals and other related leaves/vacation time - *Marc Richard (McGill)*  
 6. The 'Greying' Profession/Librarian Rejuvenation - views on the professional implications of aging librarians - *Linda Winkler (Regina)*  
 10:30-12:00 PLENARY SESSION: Workload - Academic recognition of librarians' varying roles, duties and functions - *Mildred Savoie (Ste-Anne) and Nora Robins (Calgary)*  
 12:00 LUNCH - Comments on present and future issues - *Ruth Sheeran (Bishop's)*

FOR FURTHER INFORMATION AND REGISTRATION, PLEASE CONTACT: NANCY GORDON, CAUT  
 294 ALBERT STREET, SUITE 308, OTTAWA, ONTARIO K1P 6E6  
 TELEPHONE: (613)237-6885 FAX: (613)237-2105

**LES BIBLIOTHÉCAIRES D'UNIVERSITÉ: PERCEPTIONS ET RÉALITÉS**  
**Colloque organisé par le Comité des bibliothécaires de l'ACPU**  
**Du 26 au 28 novembre 1992**  
**Citadel Inn, Halifax, Nouvelle-Écosse**

**LE JEUDI 26 NOVEMBRE**

19 h - 20 h INSCRIPTION  
 20 h - 21 h PRÉSENTATION ET MOT DE BIENVENUE DU PRÉSIDENT OU DE LA PRÉSIDENTE DE L'ACPU ET DU PRÉSIDENT OU DE LA PRÉSIDENTE DU COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU  
 DISCOURS D'OUVERTURE: Perception du rôle des bibliothécaires et de la bibliothèque - *Gwen Creelman (Mount Allison)*  
 21 h RÉCEPTION D'ACCUEIL (bar payant, hors-d'oeuvres)

**LE VENDREDI 27 NOVEMBRE**

8 h - 9 h INSCRIPTION  
 9 h-10 h 30 SÉANCE PLÉNIÈRE: Perceptions et réalités - l'image universitaire des bibliothécaires - *William Birdsall (Dalhousie), John Wilkinson (Toronto) et Brian Smyth (TUNS)*  
 10 h 45-12 h SÉANCE PLÉNIÈRE: Les bibliothécaires et les influences gouvernementales - l'interaction des bibliothécaires et des institutions gouvernementales - *Mary Williamson (York) et Karen Adams (CLA)*  
 14 h-15 h 15 SÉANCES SIMULTANÉES:  
 1. La collaboration avec les associations ou les syndicats des professeurs - la négociation et l'administration de contrat - *Margot Schenk (Saint Mary's)*  
 2. La collaboration avec l'administration de la bibliothèque et de l'université - les structures dirigeantes et la représentation des bibliothécaires - *Carmel Allain (Moncton)*  
 3. Le fusionnement des associations de bibliothécaires et de celles des professeurs - le regroupement des associations de professeurs et de bibliothécaires - *Ruth Marks (IEPO) et Doug Suarez (Brock)*  
 15 h 30-17 h SÉANCE PLÉNIÈRE: L'orientation des carrières - les attitudes, les ouvertures et les pratiques dans différentes universités - *Joanne Kuhn (Waterloo) et Doug Vaisey (Saint Mary's)*

**LE SAMEDI 28 NOVEMBRE**

9 h-10 h 15 SÉANCES SIMULTANÉES:  
 4. La terminologie contractuelle - atelier sur les salaires, les avantages sociaux, les nominations et autres clauses - *Ian Dew (Lakehead)*  
 5. Le perfectionnement professionnel - congés de recherche, d'étude, d'enseignement; congés sabbatiques et autres congés de déchargement - *Marc Richard (McGill)*  
 6. Le vieillissement de la profession et le renouvellement des bibliothécaires - les opinions sur les retombées professionnelles du vieillissement des bibliothécaires - *Linda Winkler (Regina)*  
 10 h 30-12 h SÉANCE PLÉNIÈRE: La charge de travail - reconnaissance à l'université des rôles, responsabilités et fonctions diverses des bibliothécaires - *Mildred Savoie (Ste-Anne) et Nora Robins (Calgary)*  
 12 h DÉJEUNER - Commentaires sur des questions actuelles et futures - *Ruth Sheeran (Bishop's)*

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## Test universel de français à la fin du CEGEP

par Susan Gray

— La question de la qualité du français fait les manchettes depuis quelques années. Déjà, les personnes s'inscrivant à certains programmes universitaires, surtout ceux qui exigent une certaine maîtrise de la langue, sont obligées de subir un test de français.

Mais la ministre de l'Enseignement supérieur et de la Science vient de trancher la question en imposant un test universel de français dès la fin des études collégiales. On commencera à administrer le test dès le mois de mai de cette année. Tous les candidats universitaires, même ceux qui ne sont pas étudiants, devront s'y soumettre.

Il y a deux raisons principales pour lesquelles on est à mettre en oeuvre un test de français au CEGEP. D'abord, il existe un précédent au niveau universitaire; tous les candidats aux universités francophones québécoises sont soumis à un tel test. Les politiques universitaires au sujet de ces tests se divisent en deux catégories principales. Certains établissements exigent que l'étudiant réussisse à l'examen en cours d'études; pour d'autres, la réussite est une condition de diplomation.

Le deuxième motif derrière la décision ministérielle est qu'on est de plus en plus saisi, dans la société en général et dans les collèges en particulier, de l'importance de la maîtrise du français.

Les objectifs visés par la ministre Lucienne Robillard sont de ramener au collégial un test imposé maintenant par les universités lors de l'admission, d'uniformiser les tests universitaires et de mettre l'accent sur la capacité d'écriture plutôt que sur les difficultés de la grammaire ou du dictionnaire. (tiré de: *L'UQAT, Université du Québec en Abitibi-Témiscamingue*, et d'une entrevue)

— Alors que Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science, réaffirmait récemment l'intention du Québec d'avoir pleine compétence sur l'éducation, elle dissociait la province de la position de l'AUCC à ce sujet. S'adressant à l'assemblée

générale de l'AUCC à Vancouver en mars dernier, Mme Robillard s'est prononcée contre la position de cet organisme, qui veut une plus grande implication fédérale dans l'enseignement supérieur.

"La compétence exclusive du Québec en matière d'éducation est là pour demeurer et sa pleine reconnaissance conditionne toutes les formes de collaboration avec le gouvernement fédéral," a affirmé Mme Robillard.

La ministre a rappelé à son auditoire que le partage des compétences en éducation est parfaitement clair dans la constitution. Il est tellement clair qu'il n'a fait l'objet d'aucune négociation au Lac Meech, ni avant, ni après.

À la suite du discours du Trône du 13 mai 1991, où le gouvernement fédéral annonçait de nouvelles initiatives en éducation, le Québec a fait connaître clairement sa position. Entre autres, on y voit une réaffirmation de la compétence exclusive du Québec face aux décisions sur la gestion, la répartition et l'utilisation des ressources dans le secteur de l'éducation par le conseil des ministres.

"Ce n'est pas davantage que nous refusons des transferts fiscaux ou même financiers; nous les réclamons même," a dit la ministre. "C'est plutôt que nous ne voyons pas qu'ils soient versés ailleurs qu'aux fonds généraux de la province, encore moins assortis de conditions qui équivalraient à fixer nos priorités." (tiré de: *Le Journal de Montréal*)

— Après 20 ans d'existence, la Télé-université dispose maintenant d'un statut de vraie université. Créé en octobre 1972, la Télé-université était à l'époque une simple Commission, constituée en vertu de l'article 22 de la Loi sur l'Université du Québec. Avec ses Lettres patentes, la Télé-université devient complètement autonome de l'Université du Québec au chapitre de sa mission, de son administration et du développement de sa programmation.

Actuellement, le but de la Télé-université est l'enseignement supérieur et la recherche par les modes d'enseignement à distance.

La Télé-université est la seule institution universitaire en Amérique du Nord qui œuvre spécifiquement à distance. Parmi ses programmes figurent un baccalauréat en communication et un diplôme de deuxième cycle en enseignement à distance. (tiré d'un *Telbec* envoyé par l'Université du Québec)

— À la suite des consultations nationales sur le Plan vert du gouvernement fédéral, une première canadienne dans la recherche en toxicologie voit le jour. Il s'agit d'un réseau de trois centres qui jouiront d'une subvention de 14 millions de dollars sur cinq ans, dans le cadre du Plan.

Au cours des consultations, les Canadiens se sont montrés préoccupés quant aux substances toxiques et à leurs effets sur la santé et sur l'environnement; le nouveau réseau va dans le sens de ces préoccupations.

Outre la participation de chercheurs de l'Université de la Saskatchewan et de l'Université de Guelph, qui est le siège administratif pour le nouveau réseau, on y retrouve des chercheurs du Centre universitaire de recherche en toxicologie (CIRTOX), un partenariat entre l'Université du Québec à Montréal et l'Université de Montréal.

Selon M. Gilles Cloutier, recteur de l'Université de Montréal, "... c'est une première pour la toxicologie au Canada que de voir réunis des chercheurs de différentes régions pour travailler de concert dans ce domaine d'importance capitale."

Parmi ses activités, le CIRTOX se livre à la mise au point de méthodes et de tests diagnostiques pour évaluer les effets des substances toxiques sur les diverses espèces. Le Centre de toxicologie de l'Université de Guelph se spécialise dans l'étude du mouvement des contaminants dans l'environnement et de l'impact de ces derniers sur les aliments. Le Centre de recherche en toxicologie de l'Université de la Saskatchewan se concentre surtout sur la viabilité de l'agriculture et des écosystèmes de l'ouest canadien. (tiré de: *Forum*, l'Université de Montréal)

## All Quebec university applicants to face mandatory French test

By Susan Gray

— The question of French-language competence has been a major issue in news stories in Quebec for years. Universities have begun to respond. Applicants for certain university programs, especially those which require a certain mastery of language, must now take a university French test.

But the minister of higher education and science has resolved the issue of university French tests by deciding to impose a mandatory French test at CEGEP for university entrance. The test, which will be put in place this May, will be given to all university applicants, even those who are not CEGEP students.

There are two main reasons for the new policy. Firstly, there is a precedent for the test in Quebec universities — all applicants to French Quebec universities must now undergo such a test, although policies on test results vary from institution to institution. Despite the variance, policies can be divided into two main categories — those which use test results as a condition of pursuit of studies and those which use the scores as a condition of graduation.

The second reason for the ministerial decision is that the general public has become increasingly concerned about language competence and this concern is even stronger in the CEGEPs.

Lucienne Robillard, the minister concerned, has specific goals in mind regarding the new test. Among other things, she wants it standardized and says that it should emphasize writing skills rather than grammar or vocabulary skills. (Source: *L'UQAT, Université du Québec en Abitibi-Témiscamingue*, & interview)

— When Robillard addressed the AUCC's general assembly in Vancouver last March, she reaffirmed Quebec's position for complete control over education. In so doing, she distanced herself from the AUCC's position on the subject. The association wants the federal government to take a greater role in education.

"Quebec's position for total control over education will not change and recognition of this fact colours all forms of collaboration with the federal government," said the minister.

Robillard reminded her audience that the division of powers in the area of education is made perfectly clear in the Constitution. It is so clear, she said, that it didn't come up for negotiation during Meech or in the pre or post-Meech period.

Quebec went public with its latest position on education following the May 13, 1991 federal Throne Speech in which the federal government announced new educational initiatives.

By virtue of its new position, Quebec's Council of Ministers is demanding that, among other things, it have exclusive control over the management, distribution and use of educational resources.

"We are not against fiscal or financial transfer payments; we are even calling for them," said Robillard. "It's more that we want them to be placed in the province's general fund, and we want to prioritize how they're spent." (Source: *Le Journal de Montréal*)

— After 20 years of existence, Télé-université has finally become a full-fledged university. Founded in October, 1972, Télé-université was at the time the entire

responsibility of the Université du Québec.

But with the granting of its letters patent, the institution has become completely independent of the U du Q as far as its mission and administration and the development of its programs are concerned.

The goal of Télé-université is to deliver higher education and research via long-distance study.

It is the only North American university to deal solely with long-distance education. Among its programs are a bachelor of communications and a graduate diploma in long-distance learning. (Source: *Telbec*, Université du Québec)

— Following on the heels of a nationwide consultation on the federal government's Green Plan, a Canadian first in the field of toxicology has been given the go-ahead. The project consists of a three-centre research network that will benefit from a \$14 million federal grant over a five-year period.

During the Green Plan consultations, Canadians expressed a great deal of concern over toxic substances and their effect on health and the environment. The network is

being set up to respond to these concerns.

The three research centres involved in the network are: the University of Saskatchewan's Centre for Toxicology Research, the University of Guelph's Toxicology Centre, and the Centre universitaire de recherche en toxicologie (CIRTOX), a partnership between Université du Québec à Montréal and the Université de Montréal.

According to Gilles Cloutier, the U de M's recteur: "This is a first for toxicology in Canada. Never before have researchers from different regions of the country come together to collaborate on a subject of such fundamental importance."

CIRTOX's activities include the perfecting of methods and diagnostic tests to evaluate the effects of toxic substances on diverse species. Guelph's toxicology centre specializes in the study of the environmental transport of contaminants, and contaminants' effects on food. At Saskatchewan's Centre for Toxicology Research, the main focus is on the viability of Western Canada's agriculture and eco-systems. (Source: *Forum*, Université de Montréal)

## Les femmes en ingénierie: Elles font une différence

par Mariette Blanchette  
Statut de la femme

Le 7 avril 1992 le Comité canadien des femmes en ingénierie rendait public un volumineux rapport portant sur la situation des ingénieures et des étudiantes en ingénierie au Canada. Le rapport fut d'abord présenté à M. William Winegard, ministres des Sciences, M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration et Mme Mary Collins, ministre responsable de la Condition féminine.

Le Comité de 18 membres composé d'éducateurs(trices), d'employeurs et d'ingénieur(e)s, incluant Pamela Smith, présidente de l'ACPU, fut mis sur pied en février 1990, à la suite des tragiques événements de l'École Polytechnique à Montréal du 6 décembre 1989. Sa présidente, Monique Frize, détiend la chaire des femmes en ingénierie Northern-Telecom-CRSNG à l'Université du Nouveau-Brunswick.

Le rapport présente cinq chapitres et débute par une description des expériences vécues par les ingénieures et les

étudiantes en ingénierie. Par la suite, on expose les mérites d'une fondation solide et comment la bâtir. On accorde beaucoup d'importance à l'éducation par et pour les femmes pour attirer et garder les étudiantes en ingénierie. On y discute également de l'amélioration de l'environnement de travail des ingénieures et de l'élimination des barrières systémiques.

"Bien qu'il n'existe aucune raison physique ou intellectuelle empêchant les femmes de contribuer autant que les hommes à la profession d'ingénieur" de dire Mme Frize, en raison des attitudes sociales, plusieurs jeunes femmes hésitent encore à envisager une carrière dans des domaines non traditionnels tels que l'ingénierie.

Finalement, le Comité formule 29 recommandations à tous les paliers d'interventions incluant stratégies et échéanciers de mise en oeuvre.

Le rapport est disponible au coût de 25,00 \$ auprès de Mme Frize à l'Université du Nouveau Brunswick, C.P. 4400, Fredericton (N.B.) E3B 5A3.

## Entente de principe à l'université de Sherbrooke

par Hélène Bibeault

Coopérative de négociation collective de l'ACPU

L'assemblée générale et l'administration de l'université ont accepté les termes de l'entente de principe intervenue entre les parties. La grève de six jours et la trêve votée par l'assemblée générale pour assurer la poursuite intensive des négociations ont donné de bons résultats. Le syndicat et les membres sont satisfaits et considèrent avoir atteint les objectifs de départ qu'ils s'étaient fixés. Des gains syndicaux importants ont été réalisés sur les principaux points en litige. Les grandes lignes et les points majeurs du règlement sont les suivants:

— l'échelle salariale sera corrigée pour refléter la situation existant dans les autres universités québécoises

principalement au niveau de l'embauche aux échelons inférieurs;

— une plus grande participation dans la gestion universitaire sera garantie par la mise en place d'un conseil consultatif, qui agira auprès de l'administration de l'université pour les questions liées à l'établissement des critères d'embauche de nouveaux professeurs, des critères d'accès au rang professoraux et à la restructuration de département;

— la fusion de la permanence et de l'agrégation. Toute agrégation impliquera l'obtention de la permanence. Les refus d'agrégation et de permanence seront soumis à un comité d'appel décisionnel formé de cinq professeurs et

suite à la page 11



# Changes will affect CSLP, cost of imported books

By Tim Stutt  
CAUT Government Relations  
Officer

**New student loan agency proposed**  
CAUT and other higher education groups were shocked to learn during a mid-April meeting with senior government officials that Ottawa is considering the creation of a special agency to run the Canada Student Loans Program.

The loans program, currently administered by the Department of the Secretary of State, is to be turned over to a new agency similar to a crown corporation. The proposal is to go to Treasury Board for approval within six months.

Canadian Federation of Students Chairperson Kelly Lamrock expressed surprise upon hearing the proposal: "Even though the government has been talking about making changes to the Canada Student Loans Program for the last five years, the creation of such an agency was never mentioned."

"All this does is take us one step closer to privatization of student loans," Lamrock said. "That's unacceptable."

CAUT supported the students, saying that the money that should go to students will be spent instead on bureaucratic changes and restructuring. CAUT also argued that if the agency is self-financing and working on a cost-recovery basis less money will be available to students.

In an April 21 *Ottawa Citizen* report, Secretary of State spokesperson Mark Hudson played down the agency proposal.

"We're really looking at a whole host of changes to the program," Hudson said, adding that no decision has been made about a special loans agency.

## Summer job blues

While student loan changes are being contemplated, students are also fighting the recession as they seek summer jobs to help pay next fall's higher tuition fees. The prospects are bleak.

According to Statistics Canada 404,000 people between the ages of 15 to 24 were looking for work in March. This represents a national unemployment rate of 16.9 per cent for this age group — up from 16 per cent a year earlier.

At the same time, Youth Minister Pierre Cadeux announced that the budget for Summer Employment/Experience Development (SEED), Canada's summer employment program for students, would only increase by \$3 million for this summer. This brings total SEED funding to \$83 million, down from \$118.8 million three years ago and \$149.3 million in 1985.

An April 19 *Toronto Star* editorial stated that while the federal government can't find a job for every student this summer "it's downright discouraging to see Ottawa scale back its financial commitment to younger

workers in such hard times."

"Frankly, the federal government ought to try harder," the editorial concluded.

**PS 2000 and the military colleges**  
CAUT President Fred Wilson met with Treasury Board President Gilles Loiseleur to clarify the bargaining rights of the faculty association at the military colleges. The association, which is a member of CAUT, was recently certified as a bargaining agent under federal labour legislation. Under the proposed federal policy, PS 2000, the military colleges were scheduled to be subsumed in a larger bargaining unit. Mr. Loiseleur assured CAUT that PS 2000 would be amended so that the military colleges remained a distinct bargaining unit.

**Federal copyright legislation**  
Federal communications minister Perrin Beatty has decided to postpone the introduction of phase two of the copyright law until September. He is in the process of creating an advisory committee for consultation on the new legislation. On a related front, CAUT has received a letter from Mr. Beatty which states that libraries and individuals will have a one copy exemption from the buying around policy which will require the purchase of foreign books from the foreign publisher's Canadian agent. This is a retreat from the position he expressed to CAUT last summer that the exemption would be for

two copies.

## Five dollar charge on imported books

The federal government has decided to reduce the exemption from \$40 to \$20 on books imported by mail and to add a \$5 charge at the border. CAUT has vigorously protested the application of this policy to books which will be yet another surcharge on education and research. The policy is due to go into effect on July 1.

**Annual report on PSE funding**  
In April the Department of the Secretary of State released its 1990-91 report to Parliament on Federal and Provincial Support to Post-secondary Education in Canada.

This report provides information on the funding given by governments in 1990-91 to Canada's universities and colleges as well as students and researchers. It also reviews recent federal and provincial initiatives in post-secondary education and contains a full description of post-secondary education systems across Canada. A series of indicators including international comparisons, enrolment and graduation rates are presented in an appendix.

To obtain a copy of this annual report, contact the Department of the Secretary of State by telephoning (613) 997-0844. You may also obtain a copy by writing to Mr. François Gendron, Senior Financial Analyst, Education

Support Branch, Department of the Secretary of State, Jules Léger Building, Terraces de la Chaudière, 15 Eddy Street, Hull, Québec K1A 0A6.

## Upcoming lobbying business

At the time of writing (mid-April), CAUT is scheduled to participate in an April 30th consultative meeting on the Canada Student Loans Program with the Department of the Secretary of State and other advanced education groups. A report on this meeting will be published in the next "From the Hill" column, along with a report on the April 29th release of a statement on education by the Economic Council of Canada. Two years in the making, this report could prove to be the last publication released by the Council before its scheduled demise this spring.

As reported in the last issue of the CAUT *Bulletin* the Economic Council, along with several other federal advisory bodies, was targeted for closure in the last federal budget. The legislation intended to enact this budget cut is Bill C-63, an Act to dissolve or terminate certain corporations. Legislative hearings and Third Reading of this bill will begin in the near future.

For more information on these or other CAUT lobbying questions, telephone Robert Léger or Tim Stutt, CAUT Government Relations Officers (613) 237-6885.

# Projet d'organisme responsable des prêts d'études

par Tim Stutt  
agent des relations avec  
les gouvernements

Lors d'une rencontre avec des hauts fonctionnaires fédéraux tenue à la mi-avril, l'ACPU et d'autres groupes reliés à l'enseignement supérieur ont appris avec stupeur que le gouvernement fédéral envisageait de créer un organisme autonome qui administrerait le Programme canadien de prêts aux étudiants.

Le programme de prêts, actuellement administré par le Secrétariat d'État, serait confié à un nouvel organisme s'apparentant à une société de la couronne. Le projet doit être soumis d'ici six mois au Conseil du Trésor pour être approuvé.

Le président de la Fédération canadienne des étudiants s'est montré surpris à l'annonce du projet: "Même si, depuis cinq ans, le gouvernement parle d'apporter des changements au Programme de prêts aux étudiants, il n'a jamais été question de créer une agence de ce genre."

"Nous considérons qu'il s'agit d'un pas de plus vers la privatisation du programme de prêts aux étudiants et cela est inacceptable", a déclaré M. Lamrock.

L'ACPU a appuyé la réaction des étudiants en ajoutant que les deniers qui devraient servir aux étudiants seront plutôt investis dans une restructuration bureaucratique. L'ACPU a en outre soutenu que les étudiants auront droit à moins d'argent si l'organisme s'auto-finance et vise à récupérer des coûts.

Dans un article du *Ottawa Citizen* paru le 21 avril, le porte-

parole du secrétariat d'État, Mark Hudson, a minimisé l'impact du projet.

Il a affirmé que le gouvernement voulait une transformation réelle du programme mais qu'aucune décision n'avait été prise quant à la création d'un organisme responsable des prêts.

## Sombres perspectives d'emploi d'été

Alors que l'on envisage de modifier le programme de prêts d'études, les étudiants, quant à eux, luttent aussi contre la récession et tentent de se dénicher un emploi d'été pour les aider à payer les frais de scolarité plus élevés de la prochaine année universitaire. Les perspectives sont sombres.

D'après Statistique Canada, 404 000 personnes de 15 à 24 ans étaient à la recherche d'un emploi en mars. Pour ce groupe d'âge, il s'agit d'un taux national de chômage de 16,9 p. 100, une hausse par rapport à un taux de 16 p. 100 l'an dernier.

Par ailleurs, le ministre de la Jeunesse, M. Pierre Cadeux, a annoncé que le budget du programme canadien d'emploi d'été pour les étudiants, Emploi d'été/Expérience de travail (EEET), ne serait haussé que de 3 millions de dollars pour cet été. Le budget total du programme se chiffrera donc à 83 millions de dollars, une baisse par rapport à il y a trois ans, alors qu'il s'élevait à 118,8 millions, et à 149,3 millions en 1985.

Dans un éditorial du 19 avril du *Toronto Star*, on reprochait au gouvernement fédéral de diminuer ses engagements financiers envers de jeunes travailleurs à une époque aussi difficile. On admettait, toutefois,

que le fédéral ne pouvait trouver un emploi à tous les étudiants cet été.

L'éditorialiste a conclu en déclarant que le gouvernement aurait pu se forcer davantage.

## FP 2000 et les collèges militaires

Le président de l'ACPU, M. Fred Wilson, a rencontré le président du Conseil du Trésor, M. Gilles Loiseleur, pour éclaircir les droits de négociation de l'association des professeurs des collèges militaires. Membre de l'ACPU, l'association a récemment été accréditée comme agent de négociation en vertu de la législation fédérale sur le travail. Selon la politique fédérale proposée, FP 2000, il était prévu que les collèges feraient partie d'une plus grande unité de négociation. M. Loiseleur a assuré l'ACPU que le projet FP 2000 serait modifié pour que les collèges militaires demeurent une unité de négociation distincte.

## La loi fédérale sur le droit d'auteur

Le ministre des Communications, M. Perrin Beatty, a décidé de reporter à septembre le dépôt de la deuxième partie de la loi sur le droit d'auteur. Il est en train de créer un comité consultatif sur la nouvelle loi. Dans le même ordre d'idée, l'ACPU a reçu une lettre de M. Beatty dans laquelle il précise que les bibliothèques et les particuliers seront exemptés de la politique d'achat intermédiaire pour un exemplaire. En vertu de cette politique, il faudra acheter des livres étrangers par l'intermédiaire de l'agent canadien des éditeurs étrangers. Il s'agit d'un recul par rapport à la position

qu'il avait fait connaître à l'ACPU l'été dernier et qui portait l'exemption à deux exemplaires.

## Taxe de cinq dollars sur les livres importés

Le gouvernement fédéral a décidé de réduire de 40 \$ à 20 \$ l'exemption des livres importés par la poste et d'ajouter des frais de douanes de 5 \$. L'ACPU a protesté vigoureusement contre l'application aux livres de cette mesure qui constitue une autre surtaxe pour l'éducation et la recherche. La taxe est censée entrer en vigueur à compter du 1<sup>er</sup> juillet.

## Rapport annuel sur le financement de l'enseignement postsecondaire

En avril, le secrétariat d'État a rendu public l'édition 1990-1991 du rapport au Parlement sur l'Aide fédérale et provinciale à l'enseignement postsecondaire au Canada.

Ce rapport rend compte de l'aide financière accordée par les gouvernements aux collèges et aux universités ainsi qu'aux étudiants et chercheurs du Canada en 1990-1991. Le rapport passe également en revue les activités fédérales et provinciales récentes en matière d'enseignement à ce niveau à travers le Canada. Un ensemble d'indicateurs comprenant en outre des comparaisons internationales, les taux d'inscription et de graduation des étudiants est présenté en annexe.

Pour obtenir une copie du rapport annuel, il faut communiquer avec le secrétariat d'État au (613) 997-0844. On peut également écrire à M. François Gendron, analyste

financier principal, Direction de l'aide à l'éducation, secrétariat d'État, Édifice Jules Léger, Terrasses de la Chaudière, 15, rue Eddy, Hull (Québec) K1A 0A6.

## Affaires à venir

Au moment de rédiger ces lignes, soit à la mi-avril, l'ACPU devait participer le 30 avril à une réunion de consultation avec le secrétariat d'État et d'autres groupes de l'enseignement supérieur pour discuter du Programme canadien de prêts aux étudiants. Un compte rendu de cette réunion paraîtra dans la prochaine chronique "De la Colline parlementaire" ainsi qu'un rapport sur la publication le 29 avril d'une déclaration du Conseil économique du Canada sur l'éducation. En chantier depuis deux ans, le rapport pourrait bien être la dernière publication du Conseil avant sa dissolution prévue ce printemps.

Comme nous l'avons rapporté dans le dernier numéro du *Bulletin* de l'ACPU, le dernier budget fédéral devait sonner le glas du Conseil économique ainsi que de plusieurs autres organismes fédéraux. Le projet de loi C-63, visant à dissoudre ou fermer certains organismes, donnera force de loi à cette mesure du budget. Les audiences législatives et la troisième lecture du projet de loi débiteront prochainement.

Pour obtenir des renseignements supplémentaires sur ces questions et d'autres initiatives de lobbying de l'ACPU, prière de communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements de l'ACPU, au (613) 237-6885.



# Committee seeks input on release time issue

By Jim Brett  
Chair, Librarians Committee

Since the last column, the recommendations stemming from the Scholarly Journals Cutback Study have been endorsed and adopted by Executive Council as CAUT Policy.

This policy appeared in the February *Bulletin* and the study and policy have been distributed to chief librarians. The Librarians' Committee intends to prepare these documents for the CAUT Information Service.

As well, the committee is actively soliciting information on the issue of release time for academic librarians. Only some academic libraries currently have release time provisions in place. Linda Winkler (Regina) wrote about release time in the April

*Bulletin* and a future *Bulletin* issue will deal with librarian stipends.

The committee's appraisal of the CAUT/CACUL *Guidelines on the Appointment and Review of Chief Librarians* is almost complete.

Ruth Sheeran (Bishop's) analyzed the survey data and presented a report to the committee in March. Overall, the guidelines appear to work reasonably well. The committee has some recommendations for changes. The committee's final report will be ready by the fall.

Planning for the November 1992 Conference in Halifax is well underway. Program information appears in this *Bulletin* and also was distributed to the contact network. I regretfully note the retirement from the committee of

Susannah Denyer (Queen's) for personal reasons. Susannah's excellent contributions to the committee's work especially as conference coordinator in 1990 and 1992 are valued greatly. She will be sorely missed.

Copyright, "buying around" and the GST are issues CAUT continues to monitor. The committee's secretary, Bob Moore, recently met with CARL, CLA and CAUBO representatives to discuss GST matters. A new twist on this infamous tax is the \$5 per package fee charged by Canada Post on foreign orders valued at \$20 or more. The committee proposes that these issues be elevated to Tier 1 of CAUT's lobbying priorities.

The government is dragging its

heels over implementing the proposal in Recommendation 11 of the Royal Society's report of the *Realizing the Potential: A Strategy for University Research in Canada*. This recommendation advocates the Council of Provincial Ministers of Education and Secretary of State jointly create a national task force on Canadian university libraries.

The task force would examine problems facing the university library today and in the future. To date, lobbying by CAUT and others to establish the task force has been unsuccessful. The committee continues to press for its formation. The withdrawal of the SSHRC's Canadian Research Studies Tools (CRST) granting program seriously restricts the funding available to

librarians involved in bibliographic and other valuable reference tools research. SSHRC's recent "merger" with the Canada Council only further complicates the availability of funding for such research. The committee has requested that CAUT closely monitor this situation.

Please continue to keep in touch with the Librarians' Committee. Your responses to requests for information are heartening and most useful.



Jim Brett

canadiennes: outils de recherche restreint sérieusement les crédits réservés aux bibliothécaires effectuant des recherches bibliographiques ou utilisant d'autres outils précieux de recherches de références. Le fusionnement récent du Conseil des arts et du CRSH va compliquer encore davantage l'octroi de crédits à ce genre de recherches. Le comité a demandé à l'ACPU de surveiller attentivement la situation.

Continuez de rester en contact avec le Comité des bibliothécaires. Vos réactions à nos demandes d'information nous sont réconfortantes et des plus utiles.

## Renseignements demandés sur le dégagement

par Jim Brett  
président du Comité des bibliothécaires

Depuis la dernière chronique, le Comité de direction et le Conseil ont approuvé et adopté à titre de politique de l'ACPU les recommandations découlant de l'étude sur l'annulation d'abonnements aux publications savantes.

Le texte de la politique a été publié dans le numéro de février du *Bulletin*. L'étude et la politique ont été distribués aux bibliothécaires en chef. Le Comité des bibliothécaires a l'intention de préparer les documents en vue de leur publication dans le Service d'information de l'ACPU.

Le comité sollicite en outre de l'information sur le dégagement des bibliothécaires. Actuellement, seules quelques bibliothèques universitaires sont dotées de dispositions de dégagement pour leurs bibliothécaires. Linda Winkler (Regina) a rédigé un

article sur la question pour le numéro d'avril du *Bulletin* et, dans un prochain numéro, il sera question des honoraires des bibliothécaires pour des projets particuliers.

Le comité a presque terminé l'examen de l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliothécaires en chef. Ruth Sheeran (Bishop's) a analysé les données de l'enquête et a soumis un rapport au comité en mars. Dans l'ensemble, les lignes directrices semblent fonctionner raisonnablement bien. Le comité a quelques recommandations à proposer pour modifier le document. Le rapport définitif du comité sera prêt d'ici l'automne.

Les préparatifs du colloque qui se tiendra en novembre 1992 à Halifax vont bon train. Le programme paraît ailleurs en ces pages et il a également été distribué au réseau de bibliothécaires-ressources. Je

signale avec regret le départ de Susannah Denyer (Queen's) du comité pour des motifs personnels. Son excellente contribution aux travaux du comité, en particulier en sa qualité de coordonnatrice des colloques de 1990 et 1992, est grandement appréciée. Nous la remercions ardemment.

Le droit d'auteur, «l'achat direct» et la TPS sont des dossiers que l'ACPU continue de surveiller. Le secrétaire du comité, Bob Moore, a rencontré récemment des représentants de l'Association canadienne des bibliothèques de recherche, de l'Association canadienne des bibliothèques et de l'Association canadienne du personnel administratif universitaire pour discuter de la TPS. On a fait une nouvelle entorse à cette taxe impopulaire. En effet, la Société canadienne des postes impose des frais de 5 \$ pour chaque commande venant de l'étranger de 20 \$ ou plus. Le comité

propose que ces questions soient déplacées au Palier 1 des priorités de lobbying de l'ACPU.

Le gouvernement tarde à mettre en oeuvre la recommandation 11 du rapport de la Société royale intitulé *Un potentiel à réaliser: Stratégie pour la recherche universitaire au Canada*. Il y est recommandé que le Conseil des ministres provinciaux de l'Éducation et le secrétaire d'État créent conjointement un groupe de travail national sur les bibliothèques des universités canadiennes.

Le groupe de travail serait chargé d'examiner les problèmes actuels et futurs des bibliothèques universitaires. À ce jour, les pressions exercées par l'ACPU et d'autres groupes en faveur de la création du groupe de travail n'ont pas porté fruit. Le comité continue de revendiquer sa mise sur pied.

L'élimination du programme de subventions du CRSH Études

## Finances des universités

### Faits saillants

— Les dépenses totales brutes des universités ont augmenté de 110,7 p. 100 en dix ans, ce qui signifie un taux de croissance de 8,6 p.100 par année en moyenne. En 1989-90, ces dépenses représentaient 18 p. 100 de l'ensemble des dépenses en éducation.

— Exprimées en pourcentage du produit intérieur brut (PIB), les dépenses des universités oscillaient autour de 1,4 p.100 au cours de la période de 10 ans observée.

— De 1980-81 à 1989-90, les dépenses de fonctionnement général des universités par étudiant en équivalence à temps plein (ETP) se sont accrues de 4,4 p. 100 par année en moyenne pour s'établir à 10 039 \$ en 1989-90. Par comparaison, l'indice des prix à la consommation a progressé chaque année à un rythme moyen de 5,5 p. 100.

— Les revenus de fonctionnement général provenant des contributions des gouvernements provinciaux ont augmenté beaucoup moins rapidement que les frais de scolarité. De 1980-81 à 1989-90, les subventions provinciales ont augmenté à un rythme annuel moyen de 7,6 p. 100, alors que celui des frais de scolarité était de 10,9 p. 100.

— La proportion des fonds de recherche subventionnée provenant de l'administration fédérale a chuté de 5,8 points en pourcentage depuis 1982-83 pour atteindre 52,8 p. 100 en 1989-90, alors que la part des gouvernements provinciaux a augmenté, passant de 17,7 p. 100 à 20,6 p. 100 au cours de la même période.

## University Finance

### Highlights

— Total gross university spending rose by 110.7 per cent in 10 years, or an average of 8.6 per cent per year. In 1989-90, this spending represented 18 per cent of total spending on education.

— University expenditures expressed as a percentage of Gross Domestic Product (GDP) remained at around 1.4 per cent during the ten year period under review.

— University general operating expenditures on a full-time equivalent (FTE) student basis rose by an average of 4.4 per cent a year during the past decade, to \$10,039 in 1989-90. By comparison, the Consumer Price Index rose at an annual average rate of 5.5 per cent.

— The provincial governments' contribution to general operating income increased much less sharply than tuition fees. From 1980-81 to 1989-90, provincial grants increased at an average annual rate of 7.6 per cent while tuition fees increased at an average annual rate of 10.9 per cent.

— The proportion of sponsored research funds coming from the federal government has fallen by 5.8 percentage points since 1982-83, to 52.8 per cent in 1989-90, while the provincial governments' share increased from 17.7 per cent to 20.6 per cent during the same period.

(March 1992, Statistics Canada "University Finance Trend Analysis, 1980-81 to 1989-90", Catalogue 81-260. Mars 1992, Statistique Canada "Finances des universités: Analyse des tendances, 1980-81 à 1989-90", catalogue 81-260) Reproduced with the permission of the Minister of Industry, Science and Technology, 1992. This information provided through the cooperation of Statistics Canada. Readers wishing further information may obtain copies of related publications by mail from Publications Sales, Statistics Canada, Ottawa, Ontario K1A 0T6, by phone at 1-613-951-7277 or national toll-free 1-800-267-6677. You may also facsimile your order by dialling 1-613-951-1584.



# Provincial governments limit post-secondary grants

By J. Mark Langdon

2.4 per cent increase for Manitoba

Manitoba's Finance Minister, Clayton Manness, recently announced operating grants for the province's universities giving the University of Manitoba an increase of approximately two per cent which rises to 2.4 per cent if capital allocations are considered.

Tom Booth, President of the Manitoba Organization of Faculty Associations (MOFA), had mixed feelings about the announcement. He noted that the increase was similar to last year's and in some ways "a little better." However, he pointed out that the decision will lead to a \$6.8 million shortfall at the University of Manitoba, even with the administration's plan for a 15 per cent tuition increase.

Booth expressed concern about several comments that were made in the wake of the budget. First, he pointed to an ominous warning issued by Manness that universities should not expect as high an increase for the 1993/94 academic year as they will receive for 1992/93.

Second, he said he was disappointed about comments made by the administration at the University of Manitoba that the high tuition increase will be necessary because the faculty association refused to re-open their contract and to accept a wage roll-back.

"The administration went back to its old tactics of pitting students and faculty against each other," Booth lamented.

University officials have offered conflicting predictions about staff cuts. Originally, the university's vice-president of administration suggested that up to 400 staff could lose their jobs, but another figure later discussed was 100.

Booth noted that this confusion was compounded by the fact that there was "no indication about how that (cut) would be accomplished" and what types of personnel might lose their jobs. He speculated that "the faculty will probably be diminished through retirement." The university has three fewer tenured professors now than it had three years ago, despite an increase in enrolment.

On a more positive note, Booth said that the attitude of the new Minister of Education, Rosemarie Vodrey, has "given us some cause for hope." Vodrey replaced former minister Len DeLoach who resigned earlier this year. She has met with the University of Manitoba's Board of Governors and preliminary discussions have been held about a possible meeting this summer between the new minister and representatives of MOFA and CAUT.

Dr. Booth said that in light of Manness' disturbing comment about the 1993/94 budget, intense lobbying will be essential.

4.3 per cent increase in British Columbia

Operating grants to British Columbia's universities, colleges and institutes will increase by \$41 million or 4.3 per cent for the 1992/93 academic year. The increase, announced during the NDP's first budget on March 26, includes funding for an additional 2,800 full-time post-secondary spaces. Post-secondary tuition fees will be frozen for the upcoming year while the government undertakes a review of accessibility issues.

New government cuts grants to Saskatchewan universities

Saskatchewan's newly-elected NDP government will cut universities' operating grants by one per cent in 1992/93 and two per cent in each of the following two years.

Pamela Smith, President of the Saskatchewan Association of University Teachers (SAUT), said that the cut was not completely unexpected: "I'm not surprised; this is a signal about the gravity of the fiscal problems facing the province in every sector. Revenue is down and there is no room for the government to move."

Smith said that the province's heavy reliance on gas, uranium, oil and potash has left it in a difficult financial position in recent years. The EPF freeze and the fact that Saskatchewan is suffering population losses and enrolment increases — what Smith calls a "double whammy under the EPF formula" — are two other factors which contributed to the disappointing announcement.

Newfoundland government announces funding for Memorial

As part of the Newfoundland budget, Finance Minister Hubert Kitchen reaffirmed that the public service wage freeze would be extended through 1992/93 and announced that salary increases during 1993/94 would be limited to a maximum of three per cent. The government has maintained that this freeze applies to professors at Memorial University.

Memorial's operating grants will increase by approximately \$1.1 million. This represents a meagre 1.13 per cent operating grant increase over the 1991/92 budget. A provision has been made in the university's capital budget for an expenditure of \$4 million, which represents the final instalment of the government's \$10 million contribution to the construction of a small animal care building and an extension to the arts building.

An additional \$2.5 million has been provided to Memorial for repair and maintenance projects on existing buildings, including a \$500,000 expenditure on laboratories. Four million dollars has been provided to the university for the purchase of furniture and equipment. This budget was the same in the 1991/92 academic year.

Ontario announces transitional assistance

On April 13, 1992 Ontario's Minister of Colleges and Universities, Richard Allen, announced that post-secondary institutions in the province will receive \$39.4 million in transitional assistance to begin restructuring the province's post-secondary system.

Proposals were submitted by students, faculty, staff and administrators to both the university and college short-term task forces established by Allen in January. These task forces are to determine the allocation of part of the \$160 million in funds set aside for transitional restructuring initiatives throughout the broader public sector. Allen said he is "extremely encouraged by the quality of the proposals and the teamwork behind them."

Distance education and computer-based learning and efforts to reduce the duplication of courses are examples of initiatives that are being funded initially. The funding is being provided with a view to promoting short-term efficiencies within the system through streamlining administrative procedures and structures, and collaborative ventures between institutions to effect economies of scale in business operations and services.

Of the funding, \$22 million will be available to Ontario universities and \$17.4 million to colleges.

Fred Wilson, President of CAUT with the support of OCUFA, wrote to Allen on March 12, 1992 to express his opinion that all projects funded under the Short-Term Restructuring Task Force be co-determined by administration, the unions and associations representing employees, and representatives of the student body.

Wilson said he was concerned that in phase one of the operation, which involved the solicitation of proposals that "certain universities, such as Carleton and Nipissing conducted this exercise, as you designated, but other administrations either did not do so or went through the motions of consulting rather than co-determining."

Wilson concluded that it "is now important that, in phase two of the Short-Term Plan, when you solicit actual proposals from the universities, (that) you insist that co-determination, in fact, take place. In practice this will only happen universally if you state

that you will not fund projects that fail to meet this criterion."

Ontario Ministry restructured

On April 1, Ontario's Ministry of Colleges and Universities reduced the number of its divisions from three to two, primarily because of financial considerations. The present Post-secondary Partnerships and Research Support Division was dissolved and its functions absorbed by the Post-secondary Institutions Division and the Student Support and Corporate Services Division.

The Post-secondary Institutions Division, which had separated organizational structures for universities and colleges, was reorganized on more of a functional basis. One of the three new branches deals with policy and programs, one with grants administration and one with partnerships, international affairs and research support.

Ministry personnel were redeployed to several new or expanded units: a new Equity/Access Unit, an expanded French Language Services Branch, a new Health Sciences Unit and a new Policy and Programs Branch that will be responsible for both universities and colleges. Bernard Shapiro, Deputy Minister of Colleges and Universities, said that the Policy and Programs Branch will allow the government to "consider the sector as a whole and eliminate the duplication of effort inherent in the old structure."

The ministry is also introducing a new computer system to streamline the application process for the Ontario Student Assistance Program (OSAP).

Ontario increases funds for Aboriginal programs

Seven colleges and six universities will receive a total of \$1.84 million to develop and improve programs and services for aboriginal people attending Ontario post-secondary institutions. Universities to receive funding include Lakehead, Laurentian, McMaster, the University of Toronto, Trent University and the University of Western Ontario.

The funding will be used to increase the number of aboriginal counsellors who will provide counselling for aboriginal people attending the institutions and for a variety of special projects.

A key component of the announcement involves the establishment by each institution of a committee with significant membership from local aboriginal communities. These committees are responsible for dealing with issues related to the post-secondary education of aboriginal people, including the approval of particular proposals for funding within the institutions.

Alberta budget shakes universities and students

Earlier this year, Alberta Premier Don Getty announced that universities in the province will receive a three per cent operating grant increase. However, some provisions in the province's recent budget paint a more gloomy picture for universities and students.

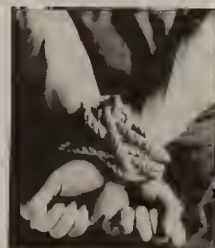
The first troublesome provision is the government's decision to eliminate matching grants for private donations. This is expected to cost the University of Calgary as much as \$17 million over the next six years. Bill Zwerman, President of the Confederation of Alberta Faculty Associations (CAFA), said that the decision will also "make it more difficult for universities to solicit donations."

The second disturbing provision is a five per cent cut in financial aid in the form of loans to students. This is a particularly brutal cut in view of the fact that universities and colleges in the province may increase their tuition for the 1992/93 year up to a maximum of approximately 12 per cent.

Zwerman noted that the three per cent increase in capital budgets continues a situation in which Alberta universities have been "underfunded in maintenance for six or seven years." He also said that he is even more concerned about the 1993/94 funding for universities, given that the province now has "a fairly hefty deficit."



J. Mark Langdon



## Prisoner of the Month Guatemala

Amnesty International is concerned for the safety of Pedro Us Soc, a lecturer at the Universidad de San Carlos, and his wife, Floridalma Ixtahualan, who have been receiving death threats.

On February 10, 1992, Pedro's employer, Professor Manuel Estuardo Pena, was shot and killed by two men as he approached his home in Guatemala City. The nature of the killing and the fact that the assailants had carried a photograph of Manuel indicates that it was carried out by the security forces.

Since this time Pedro and Floridalma have received a number of telephone threats which refer to the killing of Manuel Estuardo Pena and suggest that the same will happen to them. They have now gone into

hiding.

Pedro and Floridalma are both members of the Quiche indigenous ethnic group, and this, along with Pedro's academic position means that they are targets for the security force's prejudices.

Please write a brief and courteous letter expressing concern at the death threats and asking for guarantees for the safety of Pedro Us Soc and his wife Floridalma Ixtahualan to: Jorge Serrano Elias, Presidente de la Republica de Guatemala (Salutation: Excelentísimo Sr Presidente/Dear President), Palacio Nacional, Guatemala City, Guatemala.

(This column is carried simultaneously by the Bulletin of the British AUT, and the material is supplied by Amnesty International)

## Quote of the month

"CIA Report on Openness Classified Secret"

(headline, Washington Post, 23 April 1992)



# CAUT meets with Premier McKenna

CAUT President Fred Wilson, recently discussed with Premier McKenna of New Brunswick the CAUT proposals to put Canada's social programs, including post-secondary education, on a secure constitutional base. At the March 27 meeting, Prof. Wilson urged Premier McKenna to join with the other have-not provinces to ensure that the current Established Programs Financing (EPF) transfer programs for post-secondary education and medicare are constitutionalized and stabilized. The cuts by the federal government in EPF transfers are, he suggested, particularly disastrous for poorer provinces such as New Brunswick.

The Beaudoin/Dobbie report recognizing the importance of these social programs argued that such programs should be on a contractual basis between Ottawa and the provinces. However, the report failed to provide workable language to ensure that these agreements, once negotiated by politicians, are held to by both sides. CAUT has suggested such language.

CAUT also raised concerns about the future of federal funding of research and development. Prof. Wilson noted that the Beaudoin/Dobbie report did not seriously address the question of the constitutional role of the federal government in research although Ottawa has said that it

intends to maintain its current rights. The Allaire Report in Quebec, however, recommended that this be an exclusive provincial jurisdiction.

Premier McKenna noted that if this recommendation were to be accepted, there would then be little or no research in New Brunswick universities. He indicated that the federal role had to be maintained although there could be some accommodation for Quebec. The CAUT delegation was encouraged by this response.

On another front CAUT suggested to the premier that New Brunswick should oppose suggestions that labour market training be an exclusive provincial responsibility and that its interests would be best served if this remained a shared responsibility of Ottawa and the provinces.

The CAUT delegation also urged the premier to take the lead in ensuring that the funding of post-secondary education and research would occupy a prominent position in the constitutional negotiations between the provinces and the federal government.

Premier McKenna noted that he shared the concern of CAUT for the decline in federal funding, and, while he did not commit himself to any specific constitutional position, indicated considerable interest in the CAUT proposals.

Vaughn Blaney, the minister



Frank McKenna  
Premier of New Brunswick  
Premier Ministre de Nouveau-Brunswick



Vaughn Blaney  
Minister of Advanced Education and Labour  
Ministre de l'Enseignement supérieur et du Travail

responsible for higher education and labour, and Jack Syroid, the deputy minister, were also present as was the chairman of the Maritime Provinces Higher Education Commission, J.T.G. (Tim) Andrew.

Prof. Wilson was accompanied by Gwen Creelman, President of the

Federation of New Brunswick Faculty Associations, and its Executive Director, Desmond Morley, as well as the Executive Director of CAUT, Donald C. Savage. (See related story reproduced from the *Fredericton Daily Gleaner* page 11.)

The meeting was one of a series

that CAUT has been having with provincial politicians across the country. CAUT had met previously with Premier Ghiz of Prince Edward Island and Premier Wells of Newfoundland and with the ministers responsible for higher education in both Saskatchewan and British Columbia.

## L'ACPU rencontre le premier ministre McKenna

Récemment, le président Fred Wilson a discuté avec le premier ministre du Nouveau-Brunswick, M. McKenna, des propositions de l'ACPU visant à encaisser dans la constitution les programmes sociaux du Canada, dont l'enseignement postsecondaire. Lors de l'entretien du 27 mars, M. Wilson a vivement recommandé à M. McKenna de se joindre aux premiers ministres des autres provinces moins fortunées pour garantir la stabilisation et l'enrichissement dans la constitution des programmes de transferts fiscaux au titre de la santé et de l'enseignement postsecondaire régis par le Financement des programmes établis (FPE). Le président de l'ACPU a laissé entendre que les compressions du gouvernement fédéral imposées aux paiements de transfert étaient particulièrement désastreuses pour les provinces plus pauvres comme le Nouveau-Brunswick.

Le rapport Beaudoin-Dobbie reconnaît l'importance des programmes sociaux mais soutient qu'ils doivent être soumis à des accords entre les gouvernements fédéral et provinciaux. Cependant, le rapport ne propose pas de libellé réalisable garantissant que ces accords soient respectés de part et d'autre une fois négociés par les politiciens. L'ACPU a proposé un libellé.

L'ACPU a également fait part de ses inquiétudes quant à l'avenir du financement de la recherche et du développement par le fédéral. M. Wilson a signalé que le rapport Beaudoin-Dobbie n'abordait pas sérieusement la question du rôle constitutionnel du gouvernement fédéral dans la recherche bien que ce dernier ait déclaré qu'il avait l'intention de conserver ses droits actuels. D'autre part, au Québec, le rapport Allaire recommandait que cette question relève exclusivement des provinces.

Le premier ministre McKenna a fait remarquer que si cette recommandation était acceptée, les universités du Nouveau-Brunswick

effectueraient peu ou pas du tout de recherches. Il a indiqué que le gouvernement fédéral devait continuer à jouer un rôle dans ce domaine mais que le Québec pouvait avoir une entente distincte. La réponse du premier ministre a encouragé la délégation de l'ACPU.

Dans un autre ordre d'idée, l'ACPU a suggéré à M. McKenna que le Nouveau-Brunswick devait s'opposer à la recommandation de céder aux provinces la responsabilité exclusive de la formation de la main-d'œuvre. Les intérêts du Nouveau-Brunswick seraient mieux servis si le

gouvernement fédéral et les provinces continuaient à s'en partager la compétence.

La délégation de l'ACPU a également fortement recommandé au premier ministre de prendre la tête du mouvement et de veiller à ce que le financement de la recherche et de l'enseignement postsecondaire fassent partie des priorités des négociations constitutionnelles entre les provinces et le gouvernement fédéral.

Le premier ministre McKenna a déclaré qu'il s'inquiétait de la diminution des crédits fédéraux. Bien qu'il ne se soit pas engagé à

prendre une position constitutionnelle précise, il a toute de même manifesté un grand intérêt envers les propositions de l'ACPU.

Vaughn Blaney, le ministre responsable de l'enseignement supérieur et du travail, et Jack Syroid, le sous-ministre, ont également assisté à la rencontre, de même que le président de la Commission de l'enseignement supérieur des provinces Maritimes, M. J.T.G. (Tim) Andrew.

Gwen Creelman, président de la Fédération des associations de professeurs des universités du

Nouveau-Brunswick, et Desmond Morley, le directeur général, accompagnaient M. Wilson, de même que le directeur général de l'ACPU, Donald C. Savage. (Lire l'article reproduit du *Fredericton Daily Gleaner* à la page 11.)

L'entretien s'inscrit dans une série de rencontres que l'ACPU a avec des politiciens provinciaux. L'ACPU a rencontré le premier ministre Ghiz de l'Île-du-Prince-Édouard, et le premier ministre Wells, de Terre-Neuve, ainsi que les ministres responsables de l'enseignement supérieur en Saskatchewan et en Colombie-Britannique.



## "Committed to Canada"

The Department of Multiculturalism and Citizenship is inviting schools across the country to organize citizenship reaffirmation ceremonies as part of Canada 125 celebrations.

These ceremonies encourage Canadians to express their pride in their citizenship. The project will be

launched during National Citizenship Week 1992, which takes place from April 12 to 18, and will continue throughout the year.

The Committed to Canada organizer's kit includes a guide and other information materials. Committed to Canada certificates and flag pins are

available for all participants.

To obtain your kit (please indicate number of participants), contact the nearest Regional Office or Court of Canadian Citizenship, or write to:

Citizenship Registration and Promotion  
Multiculturalism and Citizenship Canada  
Ottawa, Ontario K1A 1K5  
Tel: (819) 953-4229





# New Brunswick – future of the universities

By David Meagher

Some quiet lobbying went on Friday as the legislature's select committee on the Constitution tabled its final report in the House. Officials from the Canadian Association of University Teachers (CAUT) and the Federation of New Brunswick Faculty Associations (FNBFA) met for an hour with Premier Frank McKenna and Advanced Education and Labour Minister Vaughn Blaney. Their goal: to persuade Premier McKenna to join forces with his counterparts so that funding of post-secondary education remains on the constitutional agenda. "The option available to Premier McKenna is to raise the profile of this issue during negotiations," says CAUT President Dr. Fred Wilson. "Those talks are a vehicle for him to do something rather than just talk." Premier McKenna, while sympathetic, didn't give any firm commitments.

The select committee based its 15-page report on its public hearings, the recently-held Citizens' Assembly and the findings of the New Brunswick Commission on Canadian Federalism. The committee endorsed many of the commission's 27 recommendations, including one that: provincial governments should develop a collaborative relationship with Ottawa so that national objectives in post-secondary education can be established and pursued with special attention being devoted to those areas essential to the competitiveness of the Canadian economy. The committee endorsed another recommendation: that the Constitution clarify the social goals of governments in the fields of health, education and social security. Although the committee's work is completed, Dr. Wilson believes his lobbying wasn't in vain. "No, we're not too late," he says.

"We're just at the beginning of yet another stage of this process — the never-ending novel of the Canadian Constitution. You have to remember that everytime something gets done, the process starts over."

## Closed door meetings

Friday's meeting was the latest in a series of closed-door discussions which Dr. Wilson has had with politicians and officials across the country over the past few months. On these occasions, Dr. Wilson has stressed two issues: Ottawa's plans to drop higher education from constitutional discussions unless the provinces insist otherwise; Ottawa's continuing withdrawal of funding of universities and colleges. "We have to go through the process of reminding the provinces that these issues are important to them," Dr. Wilson says. "The premiers have a real interest in terms of the education of their citizens."

He's right, especially in New Brunswick's case. To save money, Ottawa has made several unilateral changes since the mid-1980s to Established Programs Financing (EPF), which helps fund higher education and health care. Between 1986-87 and 1994-95, New Brunswick will have lost a total of \$236.1 million in EPF entitlements for its universities and colleges. There have already been consequences: higher tuitions, various cutbacks, this year's funding cap on higher education, and the wage freeze asked of faculty and staff last year.

As recently as 1988-89, New Brunswick received most of its EPF funding in cash; the rest came from tax transfers. By 1994-95, the tax transfer is projected to be twice as large as the cash portion. That can only hurt New Brunswick because of its small tax base. In fact, CAUT

projects that New Brunswick's cash entitlement under EPF will expire between 2003 and 2005, meaning the province will have to rely entirely on tax transfers and its own means to fund higher education.

## Two-tiered system

In that event, Dr. Wilson predicts, New Brunswick will be on the bottom rung of a potential two-tiered system of higher education in Canada. In the richer provinces, universities would continue at roughly the same standards as present; in poorer provinces, the consequences would be "quite disastrous." Universities in New Brunswick, for instance, would be drawn into a downward spiral, fuelled by their inability to attract quality professors and students.

To prevent this scenario, CAUT proposes that the Constitution recognize post-secondary education as a shared federal-provincial responsibility. In so doing, Dr. Wilson says, the Constitution would preserve a program which Canadians have come to identify as distinctly their own. In addition, CAUT proposes that EPF be accorded the status of a contract and thus not be open to unilateral changes. "It's one thing to give Ottawa the constitutional power to deal with post-secondary education," says Dr. Wilson. "But, if it opts not to spend any money on it, it's a rather empty power .... It won't help such have-not provinces as New Brunswick maintain their universities." CAUT proposes, moreover, that Ottawa restore its cuts to EPF and improve funding for student aid. Contrary to Quebec's Allaire report, CAUT wants Ottawa to retain responsibility for funding research and development.

## Financial deal needed

Dr. Wilson wants Premier

McKenna to insist that any constitutional agreement include these provisions. "He has to tell the federal government that it won't get a constitutional deal without a financial deal for social programs," he says. Adds CAUT Executive Director Dr. Don Savage: "If he (Premier McKenna) makes this an issue like highways, he will do what we feel he should do. If he just listens to us or just walks away, then students and faculty in New Brunswick will have a very legitimate complaint." That's because, in Dr. Wilson's view, Ottawa's only apparent current priority is to cut. "We don't think that's what Canadians want," he says. "It's not even clear if that's what the federal government wants because it also has its Prosperity Initiative, half of which is devoted to creating a learning society. I don't know how you reconcile creating a learning society on the one hand and cutting funding to post-secondary education and training on the other."

While Canadians are reportedly tired of talking about

constitutional reform, Dr. Savage believes the questions raised by CAUT have very real bread-and-butter implications. "If you ask Canadians for their reaction to a Constitution which would ensure that they have effective Medicare and post-secondary education, they become very much interested," he says. For this reason, he believes it would be a "great mistake" at this stage to narrow the constitutional discussions to but a few issues. "We're in the negotiating business all the time," he says. "We know that, by placing several issues on the table, everyone has a chance to come away with a piece of something." The alternative, he says, could be exploited by certain political parties.

Looking ahead, Dr. Wilson has a ready suggestion for the premiers should Ottawa refuse to budge on this issue: "When a politician says there aren't any alternatives, there probably is one, but he doesn't like it."

(Reprinted from The Daily Gleaner of Fredericton, March 30, 1992 with permission from the author)

## Entente de principe à l'université de Sherbrooke

suite de la page 6

professeurs dont un membre proviendra d'une autre université. Le droit de grief sera maintenu dans les cas d'erreurs de procédure ou dans les cas de discrimination.

La convention a été améliorée dans son ensemble sur les points suivants: l'accès à l'information, la participation à la nomination des directrices et directeurs de département, la consultation du syndicat pour l'adoption de propositions visant la modification des statuts de l'université.

Le Syndicat des professeures et professeurs de l'université de Sherbrooke profite de cette occasion pour remercier toutes celles et tous ceux qui lui ont signé leur appui pendant la grève.

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# Educational Equity: A logical second step

By Susan Jackel  
Member, CAUT Status of Women Committee

Canadian employment equity, even more than its American counterpart, puts a clear onus on educational institutions at all levels to play their part in bringing greater fairness into our society.

The central thrust of employment equity programs is to remove barriers that limit the participation and life-chances of all qualified applicants for jobs. But to obtain qualification, applicants for all but the most routine and low-paying jobs must receive training somewhere.

In a recent brief to the employment equity commissioner of Ontario, Professor Linda Briskin of York University, vice-chair of the OCUFA Status of Women Committee, outlined in detail why and how a companion program, called educational equity, should be specifically mandated for educational institutions such as universities.

The basic argument is neither novel nor complex. It rests on the commonplace observation that in fields where long and specialized

training constitutes the basic qualification, hirings are closely tied to the composition of the pool.

If women or other non-traditional applicants are in short supply, the face of the institution will go unchanged. But it takes the presence of at least some members of these under-represented groups to examine at close range the possible reasons for the current narrow base in recruiting staff, and to suggest changes that might open up the system.

Employment equity and educational equity are two sides of a single coin. One without the other will not suffice — they are, in Prof. Briskin's word, "interlocking." Of the two, however, educational equity is likely to be the more complicated to design and implement since it touches on the crucial questions of what, how and why we teach and do research.

Providing services for students in designated groups is one thing, redesigning courses and entire departmental curricula is another thing. The exclusions practised and enforced through texts and

pedagogic methods tend to be more subtle, and the search for remedies is bound to excite controversy.

The OCUFA brief goes beyond exhortation, and usefully sets out a good many specifics of what governments should be requiring of post-secondary institutions. Among these are the mandatory presence in each institution of an anti-harassment policy and officer, the collecting and reporting of data, participation of teachers and of designated groups in the setting of priorities, the monitoring of the campus climate, and compliance and enforcement mechanisms.

Many of the recommendations reflect the hard-won lessons of the last two decades as women in particular have struggled to make their institutions more accountable and have paid for their modest successes by foregoing career advancement. In the words of the OCUFA brief:

"It is important that the educational equity plan provide release time or support for those involved in the implementation of equity plans. Too often women and other members of designated groups, because they are present

in such small numbers, carry a disproportionate share of the responsibility for and the workload of implementing such programs, often with little power or reward."

The rationale in the OCUFA brief for introducing educational equity programs to complement employment equity ones is framed in the familiar terms of economic efficiency: We can't afford to waste the talents of the 70 per cent of the population who fall within the designated groups.

In provinces where even employment equity is seen as dangerously novel and interventionist, the suggestion that governments be in any way involved in educational content and delivery at the college and university level will be especially contentious.

Yet the closeness of the relationship between the two faces of equity is too obvious to be ignored. Changes to curriculum are, in any event, well underway on all North American campuses; what will vary will be the speed with which they take place, and the general temperature of the debate.

At its next workshop, the CAUT Status of Women Committee intends to focus on the relationship of educational and employment equity programs. The intent is to both widen and deepen the analysis in the Canadian context. Widen, in the sense of making clear that equity is for all disadvantaged groups in society; deepen, in order to document and validate the responsibilities of universities to concern themselves with accessibility to education at all stages in the system.

The workshop is planned for October 15-17, 1992, and will take place in Halifax. All interested CAUT members should circle those dates in their calendars, and seek their association's support.



Susan Jackel

## L'équité en matière d'éducation: une deuxième étape logique

Susan Jackel

Comité de la statue de la femme

Bien plus qu'aux États-Unis, les programmes d'équité en matière d'emploi d'ici obligent les établissements d'enseignement de tous les secteurs à contribuer à rendre notre société plus juste.

L'objectif principal des programmes d'équité en matière d'emploi est d'éliminer les obstacles restreignant les chances qui se présentent au cours d'une vie et ce, pour tous les candidats qualifiés à un emploi. Toutefois, pour acquérir une compétence, les candidats à tous les emplois offerts, sauf ceux qui sont mal rémunérés et des plus monotones, doivent recevoir une formation quelque part.

Dans un mémoire soumis récemment au commissaire de l'équité en matière d'emploi de l'Ontario, Linda Briskin, professeure à l'université York et vice-présidente du comité du statut

de la femme de l'UAPUO, explique en détail comment et pourquoi un programme parallèle, appelé équité en matière d'éducation, devrait s'appliquer précisément à des établissements d'enseignement comme les universités.

L'argument fondamental n'est ni nouveau ni complexe. Il repose sur l'observation commune selon laquelle les recrutements sont étroitement liés à la composition du bassin des effectifs dans les domaines où une formation poussée et spécialisée est essentielle.

S'il y a pénurie de candidats de sexe féminin ou représentant des groupes non traditionnels, le visage de l'établissement d'enseignement n'en sera pas modifié pour autant. Il ne suffit toutefois que de la présence de quelques membres de ces groupes sous-représentés pour que l'on examine plus attentivement les raisons de

l'étroitesse actuelle du bassin d'effectifs et pour proposer des transformations qui pourraient ouvrir toutes grandes les portes du système.

L'équité en matière d'emploi et en matière d'éducation sont deux revers d'une même médaille. L'une ne va pas sans l'autre et s'imbriquent, selon l'expression employée par Mme Briskin. Cependant, l'équité en matière d'éducation est probablement le programme le plus compliqué des deux à concevoir et à réaliser puisqu'il touche la manière dont nous enseignons et effectuons de la recherche, la raison pour laquelle nous le faisons et le contenu de notre enseignement et de notre recherche.

La prestation de services à des étudiants des groupes désignés est une chose. Il en est une autre de concevoir à nouveau les cours et les programmes d'études d'un département complet. Les

exclusions faites et appliquées dans les textes et les méthodes pédagogiques tendent à être plus subtiles. La recherche de redressement ne peut manquer de susciter la controverse.

Le mémoire de l'UAPUO ne se limite pas à l'exhortation et énonce de nombreux exemples de ce que les gouvernements devraient exiger des établissements d'enseignement postsecondaire. On y propose entre autres que chaque établissement se dote d'une politique contre le harcèlement et embauche une personne qui aurait la charge de la faire respecter, rassemble des données et les rend publiques, invite les professeurs et les groupes désignés à établir des priorités, surveille l'atmosphère du campus et mette en oeuvre des mécanismes de conformité et de mise en vigueur.

Maintes des recommandations reflètent les leçons durement apprises des deux dernières décennies alors que les femmes en particulier se sont battues pour que leur université soit plus responsable. Les modestes succès qu'elles ont récoltés l'ont été au prix de leur avancement.

D'après le mémoire, il importe que le programme d'équité en matière d'éducation prévoit un dégageant ou un appui aux personnes participant à sa mise en oeuvre. Il arrive trop souvent que la part de responsabilité dans la mise en oeuvre de ces programmes ainsi que la charge de travail des femmes et des membres des groupes désignés soient disproportionnées parce qu'ils sont peu nombreux. Bien souvent, aussi, ils ne détiennent aucun pouvoir et ne retirent aucune récompense de leur travail.

Le mémoire de l'UAPUO invoque un terme familier, l'efficacité économique, pour expliquer la mise sur pied de programmes d'équité en matière d'éducation comme complément à l'équité en matière d'emploi. L'auteur déclare que nous ne pouvons nous permettre de gaspiller les talents de 70 p. 100 de la population qui se retrouve parmi

les groupes désignés.

Dans les provinces où l'on considère même l'équité en matière d'emploi comme une initiative dangereusement singulière et interventionniste, la suggestion de faire participer les gouvernements au contenu pédagogique et à la prestation des cours à l'échelle universitaire et collégiale sera particulièrement contestée.

Pourtant, les deux volets de l'équité sont tellement liés qu'ils sont trop évidents pour les ignorer. Quoiqu'il en soit, dans tous les campus de l'Amérique du Nord les programmes d'études sont modifiés. Toutefois, ce qui va varier c'est la vitesse à laquelle on le fait et le climat général qui entoure le débat.

Pour son prochain atelier, le Comité du statut de la femme a l'intention de s'attarder au lien entre les programmes d'équité en matière d'emploi et d'équité en matière d'éducation. L'exercice a pour but d'élargir l'analyse dans le contexte canadien et de l'approfondir. L'élargir en précisant que l'équité s'adresse à tous les groupes désavantagés de la société; l'approfondir afin de documenter et valider les responsabilités des universités pour qu'elles se préoccupent de l'accessibilité aux études à tous les niveaux du système.

L'atelier se tiendra du 15 au 17 octobre 1992 à Halifax. Toutes les personnes intéressées membres de l'ACPU devraient inscrire ces dates à leur agenda et demander l'appui financier de leur association.

L'ACPU s'intéresse beaucoup à l'élaboration au Canada de politiques sur la fraude et la conduite frauduleuse dans le domaine de la recherche. Nous voulons nous assurer qu'il existe des politiques qui traitent des cas véritables de fraude sans pour autant livrer les chercheurs à toutes sortes de harcèlement. À cette fin, nous avons proposé un libellé particulier et précis pour les conventions collectives des professeurs d'université. L'article ci-dessous illustre clairement l'importance de cette initiative et montre pourquoi les professeurs doivent résister aux tentatives des administrateurs d'imposer des politiques vagues et radicales pour contrer la fraude. L'association des professeurs de l'Université du Nouveau-Brunswick vient de négocier un article sur la fraude scientifique. L'Université McMaster, entre autres, a imposé sans négociation des politiques qui encouragent les abus dont il est question ci-dessous. Le dossier est particulièrement important puisque les conseils subventionnaires sont à la veille d'exiger que toutes les universités aient en place des politiques sur la fraude scientifique.

CAUT has been very concerned about the development of policies in Canada on fraud and misconduct in research. We wish to ensure that there are policies in place which will deal with real and genuine cases of fraud without opening the door to all kinds of harassment of researchers. We have suggested specific and precise wording to universities for collective agreements to achieve this end. This article shows clearly why this is important and why faculty must resist those administrations that want to impose vague and sweeping policies in the name of dealing with fraud. The University of New Brunswick Faculty Association has negotiated a sound article. Other universities such as McMaster have imposed policies without negotiation which invite the abuses noted below. This is particularly important since the granting councils will be requiring all universities to develop local policies.

## Lead, lies and data tape

A nasty academic fight becomes a federal case

By Sharon Begley

Scientific misconduct is exceedingly rare and extremely serious. Charges have been brought alleging plagiarism or faking data or falsifying results. The latest case, however, involved the manner in which a researcher strung together a set of equations in order to find a message hidden in a stack of raw data. To

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# Strike at Mount Allison

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pay plus a line of credit of \$150,000 to support the strike. Several individual faculty associations gave additional money in support of the strike.

Messages of support from faculty associations across Canada inundated MAFA strike headquarters while faculty members from Dalhousie University, Mount Saint Vincent University, Trent University, the University of New Brunswick and l'Université de Moncton swelled the ranks of the picket lines.

MAFA was also supported on the picket lines by members of other Mount Allison unions, by Mount Allison students and by members of the Sackville community. Several members of the CAUT Executive also joined the picket line including President Fred Wilson.

By the second week of the strike some of the Irving-owned press in New Brunswick decided to give editorial support to the Board of Regents. One of the implications was that CAUT agitators had led the faculty at Mount Allison astray.

Despite this editorial line, the faculty considered that the strike had been fairly covered by the working media. President Newbould openly expressed his dislike of the national attention that CAUT gave his actions.

On April 16 the chief negotiators of the two sides reached a tentative agreement subject to negotiating the wording and to ratification votes by the faculty and librarians and by the Board of Regents. Most of the existing collective agreement continues.

The main lines of the three-year agreement were a salary freeze for one year followed by a cost of living allowance (COLA) in the next two years. The president failed to get his salary clawback. Freezes, MAFA recognized, are fairly general in Atlantic Canada at the moment and the promise of COLA in the next two years at least preserves the status quo.

The administrative demands regarding sabbaticals were dropped but MAFA agreed to modify the university policy against mandatory retirement.

This restores age discrimination at Mount Allison although faculty who opt for half-time arrangements prior to age 65 can, as a right, continue until 67.

The Federation of New Brunswick Faculty Associations, has been pressing the McKenna government to abolish mandatory retirement so that all New Brunswickers will have the same rights as citizens of Quebec and Manitoba where mandatory retirement is illegal.

There was also a back-to-work protocol which paid those on strike some of the money lost during the strike and gave another \$50,000 to a student bursary fund.

CAUT also noted in correspondence with the New Brunswick government that the provincial government in British Columbia had a policy of insisting that the boards of community colleges return to the provincial treasury any money saved on salaries as a consequence of strikes. It appears that the B.C. government intends to apply the same policy to universities.



There then followed another contretemps. President Newbould announced his version of the terms, stated that the MAFA members would ratify immediately but that the Board would wait until Convocation. MAFA replied that the union would hold a ratification vote only when the wording was officially agreed and that the members would withhold marks until the Board of Regents

ratified.

That would have effectively torpedoed Convocation, one of the major social events of the year in Sackville. A solution was eventually reached before Convocation.

In the end many faculty and librarians could not understand why the university administration had provoked so much ill will for so little gain.

# Grève à l'Université Mount Allison

suite de la page 1

outre à nombre d'entre elles. Il a insisté sur la nécessité d'équilibrer le budget en un an. Il a continué de brandir la menace des licenciements dans le but, semble-t-il, d'avoir une force de frappe pendant les négociations d'une nouvelle convention collective.

Pour le recteur, négocier consistait à réaffirmer régulièrement la position de l'administration. Bien que les négociations en vue d'une nouvelle convention aient débuté en août dernier et que les deux équipes se soient rencontrées 32 fois, à la mi-mars, aucun article n'avait même été accepté. À quelques heures du déclenchement de la grève décidée par la Mount Allison Faculty Association (MAFA), l'administration n'avait pas encore bougé.

Au cours des dernières heures, un médiateur a réussi au prix de grands efforts à faire avancer un peu les choses. L'administration a toutefois rompu les négociations après avoir rejeté une proposition globale, forçant ainsi les membres de la MAFA à dresser les piquets de grève.

L'administration a ensuite fait vibrer quelques cordes sensibles en invoquant les conséquences de la grève sur les étudiants. On peut mesurer son degré de sincérité par son refus répété, avant le déclenchement de la grève, d'entériner une proposition de la MAFA de suspendre pendant six mois les grèves et les lock-outs.

L'employeur avait décidé d'imposer sa version de la nouvelle convention. Les répercussions possibles sur les étudiants ont ébranlé de nombreux professeurs mais ils ont néanmoins appuyé leur équipe de négociation par un vote de 86 contre 7 tenu lors de la deuxième semaine de grève.

La Caisse de défense de l'ACPU a voté en faveur de l'octroi d'indemnités de grève et d'une marge de crédit de 150 000 \$ pour soutenir la grève. Plusieurs associations de professeurs ont fait des dons monétaires pour appuyer la grève.

Des messages d'appui venant d'associations de professeurs des quatre coins du pays ont inondé le quartier général de la grève tandis que des professeurs de l'Université du Nouveau-Brunswick, de l'Université Mount

St Vincent, de l'Université Trent, de l'Université Dalhousie et de l'Université de Moncton ont gonflé les rangs des piqueteurs.

En outre, des membres d'autres syndicats de l'université sont allés appuyer les piqueteurs de même que des étudiants et des citoyens de Sackville. Plusieurs membres du Comité de direction de l'ACPU, dont le président, sont allés faire du piquetage.

À la deuxième semaine de grève, des journaux du Nouveau-Brunswick appartenant à Irving ont décidé d'appuyer dans leur page éditoriale le conseil d'administration. On y a laissé entendre, entre autres, que des agitateurs de l'ACPU avaient entraîné les professeurs de l'Université Mount Allison dans la mauvaise direction.

Malgré ces écrits, les professeurs ont convenu que les médias avaient assez bien couvert la grève. Le recteur Newbould a publiquement fait savoir qu'il n'avait pas aimé que l'ACPU attire l'attention du pays sur ses gestes.

Le 16 avril, les négociateurs en chef des deux parties ont conclu une entente préliminaire assujettie à la négociation d'un libellé et aux votes de ratification des professeurs et des bibliothécaires et du conseil d'administration. La majorité des articles de la convention collective continueront de s'appliquer.

L'entente de trois ans comporte principalement un gel des salaires pendant un an et une indemnité de vie chère pour les deux prochaines années. Le recteur n'a pas réussi à récupérer les sommes qu'il voulait en puisant dans les salaires. Quant au gel des salaires, la MAFA reconnaît que c'est devenu un phénomène général dans les provinces de l'Atlantique à l'heure actuelle. Par contre, la promesse d'une indemnité de vie chère au cours des deux prochaines années préserve au moins le statu quo.

L'administration a laissé tomber ses revendications relatives aux congés sabbatiques mais la MAFA a accepté que la politique de l'université contre la retraite obligatoire soit modifiée. Cette concession va rétablir la discrimination en fonction de

l'âge bien que les professeurs choisissant de travailler à demi-temps avant l'âge de 65 ans aient le droit de continuer d'offrir leurs services jusqu'à 67 ans.

La Fédération des associations de professeurs des universités du Nouveau-Brunswick exerce des pressions sur le gouvernement McKenna pour qu'il abolisse la retraite obligatoire et permette ainsi à tous les citoyens de la province de jouir des mêmes droits que ceux du Québec et du Manitoba où la retraite obligatoire est illégale.

Un protocole de retour au travail a également été négocié par lequel les grévistes seront remboursés d'une partie de l'argent perdu pendant la grève. En vertu du protocole, une somme de 50 000 \$ sera versée à un fonds de bourses d'études.

En outre, dans une lettre adressée au gouvernement du Nouveau-Brunswick, l'ACPU a fait remarquer que le gouvernement de la Colombie-Britannique disposait d'une politique insistant pour que les conseils d'administration des collèges communautaires remettent au conseil du trésor de la province les deniers économisés sur les salaires pendant une grève. Il appert que ce même gouvernement ait l'intention d'agir de la sorte avec les universités.

L'entente de principe a toutefois fait l'objet d'un contretemps. En effet, le recteur Newbould a fait connaître sa version de l'entente et a déclaré que les membres de la MAFA la ratifierait immédiatement mais que le conseil d'administration

attendrait la collation des grades pour le faire. La MAFA a répliqué que le syndicat tiendrait un vote de ratification seulement lorsque les parties se seront entendues officiellement sur le libellé et que les membres retiendraient les notes tant que le conseil d'administration n'aura pas ratifié l'entente.

De fait, la collation des grades, l'une des principales activités sociales de l'année à Sackville, ne pourrait ainsi avoir lieu. Il semble possible, toutefois, que les parties arrivent à une solution avant la collation des grades.

En dernière analyse, de nombreux professeurs et bibliothécaires n'ont pas réussi à comprendre pourquoi l'administration de l'université a agi avec autant de mauvaise volonté en échange de maigres gains.

# Lead, lies and data tape

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reach for a metaphor, this is like bringing a felony indictment for jaywalking.

Two psychologists, both of whom have testified for the lead industry and one of whom has received tens of thousands of dollars in research grants from the industry, have filed misconduct charges against the scientist who first linked "low" levels of lead to cognitive problems in children. They don't suspect that Herbert Needleman of the University of Pittsburgh stole, faked or fabricated data. Rather, they say, he selected the data and the statistical model — the equations for analyzing those data — that show lead in the worst possible light. That's a dispute usually aired in research journals. Now it's become a federal case — and even those scientists most diligent about pursuing misconduct are uneasy. "If it gets to which statistical model is appropriate," a leading government fraud-buster told *Newsweek*, "it gets real hard to believe a misconduct charge."

The case began last year. Psychologists Sandra Scarr of the University of Virginia and Claire Ernhart of Case Western Reserve University filed charges of scientific misconduct against Needleman with the National Institutes of Health. The allegations center on a 1979 paper. It describes how Needleman and colleagues measured the lead in baby teeth, looking for a link between lead and intelligence. NIH told Pittsburgh to convene a panel of inquiry. The panel's report, submitted in December and obtained by *Newsweek* found that Needleman didn't "fabricate, falsify or plagiarize." It did have problems with how he decided whether or not to include particular children in his analysis, but called this "a result of a lack of scientific rigor rather than the presence of scientific misconduct." The panel found Needleman's statistical model "questionable," though. On that basis, the university launched an investigation.

Scarr, Ernhart and the Pittsburgh panel all condemn Needleman for not using a different model — one that, say, factored in the age of each child. If he had, they say, lead would not have had an impact on IQ. But last year Environmental Protection Agency scientist (and recipient of a MacArthur Foundation "genius" award) Joel Schwartz re-analyzed Needleman's data. He factored in age explicitly. "I found essentially the identical results," he says.

**Flawed sampling?**

Another criticism addresses whether Needleman ignored data he didn't like. Scarr alleges that he looked at the children's lead levels and IQ score, and only then "decided in or out for each child." In fact, "the reasons for exclusion can be found in the protocol," says econometrician Hugh Pitcher of Battelle Memorial Institute, who analyzed the 1979 data when he was at EPA. They include such things as the child's having a head injury. The selection, says Pitcher, was done before the researchers knew the kids' IQs.

This is not to say Needleman's work was perfect, just that any lapses did not change the outcome. Ernhart insists this is not good enough. "He doesn't feel it's necessary to do things the way you're supposed to," she says. "You have the sense that he was going to demonstrate the effects of lead no matter what."

How does this case affect lead policy? "We don't even use Needleman's study anymore," says EPA's Schwartz: it has been superseded by research showing effects of lead at even lower levels (*Newsweek*, July 15, 1991). The politicization of misconduct may be just starting, though. Crying fraud, says an NIH scientist, "can be used to railroad people you don't like."

(From *Newsweek*, Mar. 16, (c) 1992, *Newsweek*, Inc. All rights reserved. Reprinted by permission.)



# Getting paranoid over right to privacy

By Stevie Cameron

Pardon the paranoia, but what is this thing on Page 37 of the Beaudoin-Dobbie constitutional report? (Or, more correctly, the Report of the Special Joint Committee on a Renewed Canada, released at the end of February.)

It's a little item tacked onto the end of the section on the Charter of Rights and Freedoms, an item that recommends guaranteeing a right to privacy. Seems straightforward: in fact, it seems like a good idea. After all, how could anyone object to a motherhood issue like a guarantee to privacy?

Some did. Opposition members of the Beaudoin-Dobbie committee objected strenuously for two reasons. One was that they felt railroaded: The item appeared out of nowhere during the final

minutes of negotiation before the report went to the printer. It had never been discussed before and suddenly Jim Judd, the chief of staff to Constitutional Affairs Minister Joe Clark, was insisting it go in.

Bewildered and angry, committee members tried unsuccessfully to prevent the addition. Even cloaked in the usual polite language of government, the friction is palpable in the report's words: "Some government members of the committee support the entrenchment of a right to privacy. The opposition members disagree."

The second reason for the anger is the principle itself. Opposition members believe that the Tory government is doing everything it can to kill freedom of information. Enshrining a right to privacy

means that right will take precedence over the right to freedom of information, which is not protected in the Charter.

If the government's hostility toward access-to-information laws were not so obvious, no one would have noticed this clause. But several people remembered a strong presentation to the Beaudoin-Dobbie committee on Dec. 9 by Bruce Phillips, Canada's Privacy Commissioner and Prime Minister Brian Mulroney's former press secretary.

In an argument for protecting privacy in a new Constitution, Mr. Phillips acknowledged that such recognition should not always take precedence over the public good. But he added, "privacy must be given the substantial legal weight of Charter inclusion so that it cannot be ignored by legislators, public officials and judges."

If the right to privacy is included in the Charter, but the right to

freedom of information is not, which right will win in a dispute? Privacy, reason the unhappy opposition members of the committee. The danger is that the government will be able to reject many freedom of information requests under the excuse that it violates someone's privacy. Under Section 19 of the Access to Information Act, privacy is already a valid reason for exclusion but enshrined in the Charter it will become an even more powerful excuse.

Obviously, the government is thinking about all of this. The recent budget has combined the offices of the Privacy Commissioner and that of John Grace, the Freedom of Information Commissioner. Mr. Grace, a former privacy commissioner, will run the operation and Mr. Phillips will become his assistant. (The government is currently looking

for another job for Mr. Phillips, who has a seven-year term and is said to be unhappy about the decision to make Mr. Grace the boss.)

Mr. Grace, who had not known that the privacy clause had been added to the report, says he is not worried about it. "I don't feel access will come in second to privacy," he said. But because he knows better than anyone about disturbing trends in freedom of information, he understands why people are concerned.

Kirk Lapointe, Ottawa bureau chief for *The Canadian Press*, files access requests every week and recently wrote a story pointing out that the federal government is finding "new ways to snooker users of the Access to Information Act."

"Without violating the letter of the law, aspects of the act are being used in clever new ways to close doors to information."

One way, noted Mr. Lapointe, is claiming security concerns; that is, naming names could be a security risk for the person being named. Another method is using oral briefings so that no paper trail exists.

One way the government hinders access-legislation users is to charge outrageous fees. In my own case, the government demanded \$19,000 last year for information on furnishing and decorating expenses at Mr. Mulroney's official residences, information that used to come for the regular \$5 access fee.

For a while, the government toyed with the idea of charging stiff user fees for all access requests, but dropped the plan after an avalanche of negative publicity. If you can't force people to pay, however, you can force them to wait.

Lengthy delays in producing information is a great way of wearing people down. You can complain and Mr. Grace's office responds quickly, but any user has to be dogged and wily.

And the government is always a jump ahead. It has just told its departments and agencies to stop issuing annual reports, justifying this decision as a cost-cutting measure. Annual reports are valuable because they contain so much information not readily available elsewhere. One example is the Public Service Commission's annual report, which tells us about the ranks of senior bureaucrats, their gender language and pay levels. Despite all the rhetoric about fairness, this is where you see just how few senior women there actually are in government.

As Ottawa journalist Eric Beauchesne noted in a *Southern News* story, Mr. Mulroney once attacked the Liberal government in 1984 for refusing to reveal the salaries of senior government appointees and for refusing to give cabinet documents to the auditor-general. Once in office, however, the Tories became more secretive than the Liberals.

Now it looks as though they want to use the Constitution to help them keep their secrets. (Reprinted from *The Globe and Mail* with permission from the author)

P.S. When CAUT recently asked the Department of National Defence to update the figures for student enrolment and faculty at the military colleges which are printed in the *Commonwealth Universities Yearbook*, we were told that these were a matter of national security. (Ed.)

## Sabbatical?

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## «Le Canada, j'y crois»

À l'occasion des célébrations de 1992, le ministère du Multiculturalisme et de la Citoyenneté du Canada invite les écoles de l'ensemble du pays à organiser des cérémonies de réaffirmation de la citoyenneté.

Ces cérémonies visent à encourager les Canadiens et les Canadiennes à exprimer la fierté que leur inspire leur citoyenneté.

Le projet sera lancé pendant la Semaine nationale de la citoyenneté, du 12 au 18 avril, et se poursuivra tout au cours de 1992.

La trousse «Le Canada, j'y crois» contient un guide et divers documents d'information à l'intention des organisateurs. Des certificats commémoratifs et des épinglettes du drapeau canadien sont

disponibles pour tous les participants.

Pour obtenir votre trousse, veuillez communiquer (en précisant le nombre de participants) avec le bureau régional ou le bureau de la citoyenneté le plus proche ou encore avec:

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## Representing Order: Crime, Law, and Justice in the News Media

by Richard V. Ericson, Patricia Baranek  
and Janet B.L. Chan  
University of Toronto Press, 1991

**R**epresenting Order is the third in a series of books from the authors who, in their words, explore "in fine-grained detail," the performance of the Canadian media. The authors' stated purpose in this book is to "analyze the aggregate products of news, how topics covered, formats used and sources cited vary by the distinctive features of each medium and by the market orientation of news outlets, and what different aspects of the knowledge structure of society, and of social order more generally, are represented in various news outlets as a result."

With this blueprint in mind, their work can be examined along several dimensions: the methodology, the evidence unearthed and its implications, the importance of the subject matter, related questions raised by the findings, and the authors' prescriptions for reform.

In terms of methodology, the work is clearly situated in the process school of communications, which concerns itself with the questions of who determines the messages and the content of those messages, rather than what is received. The authors argue that it is essential to examine the first two issues before addressing the third and it is difficult to debate this claim. The work addresses the two issues through extensive content analysis of six Toronto media ("popular" and "quality" television, radio and newspaper outlets).

Three coders exhaustively analyzed a sample of coverage from each outlet over approximately one month in 1983 in order to unearth variations and patterns in the focus and tenor of news coverage of crime and law enforcement. While the actual number of news items was not huge (200 to 300 per outlet; 1485 in total), the breadth of the analysis was extraordinary.

In addition to this detailed "cross-sectional analysis" or quantitative content analysis — which is reported on in chapters entitled "New Formats," "Source Formats," "Crime and Deviance" and "Law and Justice" — qualitative content analysis is also provided through two case studies. The first of these explores coverage of a murder of a convenience store employee while a second examines coverage of an Ontario government initiative to ban lie detector tests in the workplace. The work therefore provides the best of both worlds, the systematic advantages of cross-sectional analysis and the in-depth description permitted by the case study approach.

Before leaving the subject of methods, it might be noted that the authors do not really attempt to control for what is known as "inter-coder reliability." On one hand, this is a refreshing approach to content analysis, as people interpret material somewhat differently and the authors argue that this is certainly true for the news-reading public. However, on another level, it would have been helpful if the authors had explained more clearly whether the differences in the data produced by the three individuals were significant or minor and along what dimensions.

The most interesting chapters are probably the two case studies. In the murder case, the authors found that through different news gathering and presentational techniques, all of the media tended to focus on crime as a dramatic, personal event rather than stepping back and asking contextual questions which might provide psychological or sociological explanations. For example, the authors concluded that the perpetrator of the crime, which occurred in a small town, probably knew the victim. Yet none of the media pursued this particular angle or focused on the perpetrator's background, other than to describe him as a drifter.

Indeed, the media focus was on disorder per se and many of the media outlets presented the police as the only agency in society which might rectify the problem. Journalists were seen as often joining hands with the police in the quest to resolve the event and to restore order. The popular newspaper and both the popular and quality television outlets were most prone to this tendency. This dramatization and personalization of conflict was also unearthed by the authors in their previous studies.

The findings for the lie detector legislation were somewhat similar. In this case, several of the media tended to look upon the government's initiative unfavorably, pointing to the benefits rather than looking at the defects and limitations in the bill. One notable exception was the popular (or perhaps populist) newspaper, which, in the authors' mind, decided to picture the government's initiative as a dangerous intervention in the behaviour of private business. The popular radio station similarly took this particular angle, selectively quoting the minister as calling private security operations "unprofessional" and overlooking the fact that the opposition parties supported the initiative.

The authors' derive three major conclusions from the second case study. First, they note that none of the media made any real attempt to dig into the scientific evidence about lie detector testing and were often prone to quote sources who characterized the legislation in ways which fit closely with editorial preferences. Second, there was little attempt to systematically measure public opinion and the authors' described the popular newspaper's straw poll of a handful of citizens as unrepresentative and manipulative.

Finally, none of the outlets broadened the focus to include questions about other relevant issues such as police use of lie detectors.

You have to be impressed by the work involved in producing a book such as *Representing Order*. Anyone who has engaged in content analysis realizes that the authors must have spent many months reviewing newspapers and tapes of television and radio broadcasts in order to produce work of this quality. The case studies and systematic reporting of the findings provide much new information about the approach of the various media to questions of crime and deviance. There is also an excellent literature review chapter which examines the different structural constraints imposed on journalists who operate in the three media.

It would have been helpful if the authors' had broadened their analysis to include discussions with the journalists, politicians, victims of crime and the criminals themselves. The authors might argue that this was not their focus and indeed at 358 pages there was little room for interview research. It is also possible to argue that interview research sometimes tells you what the interviewee wants you to know about particular motives and activities. However, in certain cases, the authors could have used some of this evidence.

One example was in the first case study where it was noted that the quality television station, which had been devoting much attention to the murder, with on-the-scene reports, produced only a brief oral item on the case of one particular day in which a police press conference was held. The authors offer a variety of explanations for this, ranging from equipment failure to "other priorities and limited resources" but these are only hypotheses. In the same case, the authors make the assumption that because the murder took place in a small town and because the murderer lived close to the store that he "probably knew the victim quite well." In both of these cases, interview evidence would have reassured the reader about the authors' assertions. These anecdotes indicate some of the limits imposed by content analysis.

Other questions are raised by the fact that the authors' evidence is gleaned from 1983 news coverage. One might be whether patterns of coverage in the last two or three years are similar. In the Toronto media there has been substantial attention devoted to several prominent allegations of police misconduct. In another case, an alternative newspaper which had often expressed dissatisfaction with the performance of Toronto police, alleged that the Chief was wearing war medals that he should not have been awarded. This odd story was picked up by the mainstream media and received much attention.

An interesting line of inquiry might be to compare the tone, positioning and frequency of these incidents with news coverage of any similar incidents from 10 years ago. Such an inquiry would probably have to include questions about interest group activity and leadership, systemic and statutory changes concerning the handling of complaints against police and the state of police-media relations.

*Representing Order* is a valuable contribution to the existing literature on media coverage of crime and law enforcement and is a useful source for anyone interested in the performance of the media in general. The authors do not offer explicit prescriptions for reform but the data generated should provide ample material for more prescriptive works by these or other authors in the future. (Review by J. Mark Langdon, Department of Political Studies, Queen's University)

## The New Canada

by Preston Manning  
Macmillan Canada, Toronto, 1992  
*Preston Manning and the Reform Party*  
by Murray Dobbin  
James Lorimer and Company, Toronto, 1991

**T**his past winter Preston Manning took the Reform Party message on post-secondary education on the road. In speeches given at universities across Canada, Manning stated that a Reform government in Ottawa would not give more money to the provinces for higher education.

Rather, a Reform government would distribute this money to students themselves in the form of vouchers that would be accepted by universities, colleges and technical schools. The institutions would then convert the vouchers into money by redeeming them with the federal government. According to Manning, the institutions would be encouraged to compete for students to get the cash value represented by the vouchers, and students would have more leverage to seek out institutions that really meet their needs.

This represents a far more "individualistic" and "free market" approach to education funding than is usually advocated in Canada. Academics who wish to understand the factors that shape the Reform approach would do well to read Manning's best-selling autobiography *The New Canada*, along with Murray Dobbin's *Preston Manning and the Reform Party*. As Manning himself states in his author's preface:

"The sceptics, of course, will say that any political autobiography is self-serving and therefore not to be relied upon. An increasing number of books and articles, however, are being written on the Reform Party and myself from an unsympathetic and critical standpoint. Taken together with this book, which contains much information

unavailable to others, the reader should be able to get a realistic perspective."

Manning wrote *The New Canada* with the general public in mind. Rather than focus on opinion leaders, pundits and commentators, Manning addresses the "rank-and-file, common-sense Canadians who are worried about their country" — and who will be voting in the next federal election. As a result, Manning writes in a crisp, down-home style that is chock-full of anecdotes and illustrations "relevant to their own experience" which serve to summarize facts and proposals for action.

Academics should not be deceived by this down-home style. Preston Manning is a master of communications who has done his homework — and who is not afraid to let the reader know that he has done his homework. Manning's footnotes and citations run the gamut from the Bible, Cato the Elder and Vaclav Havel on the one hand to Donald Lavoie, Maurice Pinard and the Rowell-Sirois Report on the other. His political discussions slide without missing a beat from anecdotes about Alberta farm life in the 1950s to the influence of computer matrix models on Reform Party policy formulation. Manning's vision of the New Canada may be down-home, but it is by no means uneducated!

Part One of *The New Canada* is the autobiographical section that describes the influences on Preston Manning's life that led him to advocate a political ideology which, in his words, is neither left-wing or right-wing but simply "new." It traces his close relationship with his father, former Alberta Social Credit Premier Ernest Manning, and his early days as a researcher and a lobbyist working with key Alberta entrepreneurs. It also discusses how Western Canadian populism, Christian fundamentalism and his role as a son and a father in a traditional family have shaped Manning's view of the world.

Parts Two and Three focus on the Reform Party's vision of the New Canada and what Canadians must do to get there. The history and growth of the Reform Party from its inception in 1987 to the present are outlined to serve as a foundation for understanding the ideological hue of its policies. These policies are grouped together and presented under three main rubrics: constitutional reform, parliamentary reform and economic reform. The book concludes with an appeal to join the Reform Party in order to build a New Canada.

While Preston Manning's political autobiography provides the reader with a taste of the Reform Party ideology, it cannot (and to be fair, does not, claim) to provide a critical analysis of that ideology. To gain this perspective one should also read *Preston Manning and the Reform Party*, a book written by Murray Dobbin, a Saskatchewan-born writer and journalist who holds a M.A. in Social Studies from the University of Regina.

Although this book was published before *The New Canada*, its organization is remarkably similar to the Manning autobiography. Dobbin starts with an examination of the early influences which shaped Preston Manning. Then he looks at the Reform Party itself, its origins, its organizational development, its links with other right-wing groups and the background and beliefs of its membership. Thirdly, Dobbin traces the common threads which bind Reform Party policies together on matters such as the economy and the social safety net, constitutional and parliamentary reform, and its attitude towards Quebec. While geared towards a non-academic audience, Dobbin's observations on all three of these questions are backed by citations and footnotes that the academic will find helpful.

In the final chapter Dobbin draws his own conclusions about Preston Manning and the Reform Party as a populist party that claims to offer something new to the Canadian political scene. "I sympathize with the yearning for something new, for a leader untainted by the failings of the present system," Dobbin says. "But I felt that if people were going to vote for Reform, it was important for them to consider what effect that decision might have beyond merely replacing Brian Mulroney and the Conservative government. This book attempts to do this and provides a voter's guide to Reform Party policies and its leader."

While both books are generally well-written, a few bloopers that are disconcerting to both the academic and the political junkie escaped editorial attention. For example, in discussing the 1989 bi-election victory of the Reform Party's first MP, Deborah Grey, Dobbin refers to her rural, northern Alberta riding of Beaver River as being located in Calgary. Later on he describes Sheila Copps as the "Liberal MP for Hamilton South" when in fact she represents Hamilton East.

As for Manning, on at least two occasions he refers to the New Democratic Party's predecessor, the CCF, as the "Canadian Commonwealth Federation." This is a far more serious sin, given Manning's claim that he is a keen student of populist movements in Western Canada and his assurance to readers of *The New Canada* that "unlike many contemporary books by politicians, this one has not been ghost-written by someone else!"

Nevertheless, despite these glitches the authors of *The New Canada* and *Preston Manning and the Reform Party* have made important contributions to both academic study and the electorate's understanding of the Reform Party. Dobbin's book is a far better accompaniment to Manning's autobiography than he ever could have anticipated when it was first published. And Manning's autobiography accompanies more closely Dobbin's critique of the Reform Party than he is ever likely to admit.

(Review by Tim Sturt, CAUT Government Relations Officer)



## CAUT/ACPU BULLETIN

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi lui les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services fédéraux offrent des emplois qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager comme fournisseurs de services à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la promotion des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidats (à certains postes avancés) dans le Bulletin de l'emploi de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAPU. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'ACPU, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202) 737-5900.

**THE UNIVERSITY OF CALGARY**  
Department of Anaesthesia and the  
Faculty of Medicine are seeking for a  
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Anaesthetist committed to clinical work as  
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Canada, and a minimum of five to  
ten years of clinical experience and  
broadly based academic background.  
Interested candidates should have a  
major interest in continuing medical edu-  
cation, curriculum development and  
implementation, and evaluation of CME  
programs for medical professionals.  
Applicants should have experience as  
practitioners and experience in clinical anaes-  
thesia. Canadian citizenship or status  
equivalent with Canadian immigration require-  
ments, priority will be given to Canadian  
citizens. For consideration, please send your  
CV to: The University of Calgary has  
an Employment Equity program. We  
welcome applications from all qualified  
candidates, including women, aboriginal  
people, persons with disabilities, and  
persons with previous employment  
disabilities. Please send a curriculum  
vita and the names of three referees by  
the deadline of 15 September 1992 to:  
Department of Anaesthesia, The University  
of Calgary, 32N 21st.

**QUEEN'S UNIVERSITY** Department of Anatomy. Applicants are invited for two special appointments at the rank of Lecturer in the Department of Anatomy. The applicant obtaining a Medical Research Council of Canada Fellowship and a relevant Scholarship, a Ph.D. and/or M.D. or D.D.S. degree and a minimum of three years' postgraduate research experience. Outstanding candidates with exceptional research and/or teaching skills in the areas of: Biology, Neurosciences, Human Kinetics or Physical Anthropology will be given priority. The successful candidate will have three areas: Human Gross Anatomy, Neurosciences, or Embryology. In an interview, candidates should arrange to have a letter of recommendation from the following: M.G. Jonjole, Professor and Head, Department of Anatomy, Faculty of Medicine, Queen's University, Kingston, Ontario, Canada. For more information, with Canadian Immigration requirements, this advertisement is directed to Canadian Immigration Consultants, Queen's University has an Employment Equity Programme and encourages applicants to be of any race, age, sex, religion, including women, aboriginal peoples, and disabled persons.

Applications and letters of recommendation should be forwarded as soon as possible to:

**UNIVERSITY OF GUELPH:** The Department of Animal and Poultry Science at the University of Guelph is seeking a scientist to nominate for a Natural Sciences and Engineering Research Council of Canada Faculty Award. The appointment will be tenured track at the Assistant Professor level. The successful candidate will be an individual who has completed a Ph.D. in Animal or Poultry Science, and has a minimum of five years, preferably within the last five years. The successful candidate will be expected to develop a research program that strengthens the research capabilities of the Department. This includes the study of genetics, nutrition, physiology, environment, and the interactions between these and domestic animals and their products. The successful award holder will have minimal teaching responsibilities. The holder of the award will be expected to participate in the development of the Department's program and demonstrate these skills necessary to be a successful teacher. The successful candidate should have a B.Sc. or M.Sc. and excellent animal research facilities. Application with full resume and references should be submitted to the Department of Animal and Poultry Science, University of Guelph, 1 Mile East of Guelph, Ontario, Canada. Appointment is subject to final budgetary approval. The successful candidate's advancement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment/equity program that includes special needs and staff. We therefore particularly encourage applications from women.

**UNIVERSITY OF SASKATCHEWAN:** Department of Animal and Poultry Science, Beef Industry Chair, 101-11th Avenue, Saskatoon, Saskatchewan S7N 0W0, Canada. Assistant or Associate Professor (without tenure) in an area of research interest. The successful candidate will be responsible for the development and delivery of key-responsive beef cattle traits. Applicants must have a Ph.D. in a related field and a minimum of five years of research experience. A thorough understanding of beef production and marketing systems and a commitment to beef producers will be definite assets. This new position is expected to be a full-time position with a three-year extension. The successful candidate will conduct research in the areas of beef production and marketing systems, effecting market value of the animal, with the industry and provide leadership for its members. The successful candidate will communicate among animal scientists, food scientists and economists in universities, government and industry. The successful production of animals of desirable traits to capture the market. Applicants with diploma, undergraduate and graduate students, and postdoctoral fellows. The successful teaching load in the department will also be required. The approximate package for this position is \$50,000 per year, extension and teaching are 45, 40 and 15%, respectively. For consideration, send a resume, relevant publications and the names and addresses of three references to: Dr. J. R. McRae, Chair, Beef Industry, Department of Animal & Poultry Science, University of Saskatchewan, 101-11th Avenue, Saskatoon, Saskatchewan S7N 0W0, Canada. Phone (306) 966-4552, fax (306) 966-4551 by May 31, 1999. For more information visit the University of Saskatchewan website: <http://www.usask.ca>. Immigration regulations: this advertisement is solely directed to Canadian citizens.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Academic Vacancies (Lecturer, Senior Lecturer, Associate Professor) Division of Arts, Tamaki Campus. The University of Auckland is a large campus of the University of Auckland. It is being developed as part of the University's strategy for meeting the need for a new campus in the largest city in New Zealand. Staff at the new campus will teach for the degrees of the University, but they will also have the opportunity to teach for the Diploma of the Faculty of Arts will begin teaching at Tamaki in 1993. The subjects and papers it will introduce will be primarily intended for students in the Faculty of Arts, BCom and BSc students. Staff appointed will be expected to begin teaching during the academic year that commences in 1993. The University of Auckland is normally available at the Lectureship or Senior Lectureship level. Particularly well qualified applicants may be considered for Associate Professor or Professor level. The campus is expected to expand in the coming years and to offer opportunities for leadership. If an

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**THE UNIVERSITY OF MANITOBA** The Asian Studies Centre at the University of Manitoba invites applications for a full-time position as an Assistant Professor of Asian Studies. The position requires a Ph.D. in Asian Studies with specialization in Sanskrit and Hindi/Urdu. The appointment will begin in September 1992. The successful candidate must have a Ph.D. in South Asian Languages and Literatures, and must have teaching undergraduate and graduate courses in Sanskrit and/or Hindi/Urdu, and have demonstrated expertise in South Asian civilizations. Applicants must have proven research capabilities and a strong commitment to teaching students. The 1992-93 salary floor for Assistant Professors is \$32,000. We seek an enthusiastic, energetic, and well-qualified person to commensurate with experience and qualifications. The University of Manitoba is an equal opportunity employer. We are an affirmative action institution and encourage applications from visible minorities, aboriginal people, women, and persons with disabilities. We also provide a smoke-free environment. Please send your curriculum vitae, salary history for the past three years, and a cover sheet for specific salary requirements to: Dr. J. R. K. Verma, Asian Studies Centre, 363 Fletcher Avenue, Winnipeg, Manitoba, Canada R2N 2L9. Requirements, the advertisement is directed to the Asian Studies Centre. Please send your applications, curriculum vitae, and three letters of reference, including the names and addresses of referees, to: Dr. J. R. K. Verma, Asian Studies Centre, 363 Fletcher Avenue, Winnipeg, Manitoba, Canada R2N 2L9. Please indicate in the subject line of the letter: "Application for Assistant Professor of Asian Studies." Deadline for receipt of applications is 22 November 1991.

## BIOCHEMISTRY

UNIVERSITY OF SASKATCHEWAN  
Senior Research Associate. A position is available for a Biochemist to join the Research Group looking at the role of free radicals and second messengers in carcinogenesis, hyperlipidemia and neurodegenerative disorders. Applicants must have a Ph.D., D.V.M., or M.D. and postdoctoral training. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Interested applicants should send a curriculum vitae, a brief outline of research experience and three letters of recommendation to: Dr. Rajendra K. Sharma, Department of Pathology, College of Medicine, Health Sciences Building, University of Saskatchewan, Saskatoon, SK, S7N 0W9.

Ph.D. in Biochemistry to work in area of protein myristoylation and calmodulin regulated systems. Experience in affinity chromatography, enzymology peptide synthesis, lipid or monoclonal antibody technology would be an advantage. Interested applicants should submit a curriculum vitae, a brief outline of research experience and three letters of recommendation to: Dr. Rajendra K. Sharma, Department of Pathology, College of Medicine, Health Sciences Building, University of Saskatchewan, Saskatoon, SK, S7N 0W8.

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**MCGILL UNIVERSITY**, The Department of Atmospheric and Oceanic Sciences of the Faculty of Engineering, is seeking a tenure-track position at the Assistant Professor level in global ocean circulation. The successful candidate will have a Ph.D. in meteorology, oceanography or related discipline, with demonstrated research and teaching experience. The successful candidate will be expected to develop a research program in oceanic research in oceanic climate modeling and supervising graduate students, and teaching. The appointee will also be expected to contribute to the development of the research centre specializing in coupled atmosphere-ocean-ice-land system and fluid dynamics that was recognized as a research centre of excellence in 1993. Applicants should send a curriculum vitae, a list of references, and a letter of interest, three, and a statement of research interests to Professor G. R. Potter, Department of Atmospheric and Oceanic Sciences, McGill University, 3841 University Avenue, Montreal, H3A 2K6, Canada. Telephone: 514-398-3768, Fax: 514-398-6115. Applications should be sent to the above address by 15 November 1994. Applications received after this date will be considered on an exceptional basis. Salary will be commensurate with qualifications. The University of Montreal is an equal opportunity employer. All requirements, the advertisement is directed to the general public.

**THE UNIVERSITY OF AUCKLAND**  
NEW ZEALAND: Academic Vacancies in the School of Biological Sciences. Established in 1981, incorporates the Department of Zoology, Botany, and the Department of Molecular Biology, and Zoology. The School currently is carrying out an extensive programme of research in molecular biology and a review of the organisational structure. There are 100 academic staff, of whom 140, of whom 40 are academic staff. After the School, the plant molecular biology research group is the largest in New Zealand. Staff include a 400 MHz NMR facility, an automated DNA sequencing facility, a laser Raman spectrometer, EM, HPLC and PPLC equipment, a 250 MHz NMR spectrometer, a computer system providing access to major databases. The School has good facilities for the study of plant molecular biology and DIC optics. Glasshouses, the largest in New Zealand, are available. Facilities are also available. Vacancies: Academic Lecturer in Senior Lecturer in Plant Molecular Biology. Applicants must have a PhD or equivalent, and a minimum of 5 years' postgraduate research at the international level and record of attracting research grant support. For consideration, send a curriculum vitae to the School of Biological Sciences, University of Auckland, Private Bag 920, Auckland 1, New Zealand.

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programme and will be expected to attract and supervise postgraduate research students. Vacancy JAC 130 - Lecture: a successful candidate must hold a PhD or equivalent qualification in the natural sciences, several years of postgraduate research experience and a record of research and scholarship at the international level. Experience in university teaching will be required. The appointee should have skills and experience in liaising with Maori and Pacific Island communities and with Maori and Pacific Island students in particular. Preference will be given to an applicant able to establish a strong collaborative research programme with those currently underway in the School in an appropriate area of the Biological Sciences. The appointee, in addition, engaging in teaching and research, will coordinate a programme aimed at increasing the participation and success rates of Maori and Pacific Island students in the School of Biological Sciences. Vacancy JAC 131 - Associate Professorship in Structural Biology. Applicants must have a PhD or equivalent qualification, a strong research record resulting in publication at the international level and a record of attracting research grant support. Preference will be given to a candidate with research interests in membrane biology able to direct a programme in teaching and research which integrates structural biology with biochemistry and cell physiology. Successful candidates will be expected to work within their ranges: Senior Lecturer \$K297,440 - \$K298,088 per annum; Lecturer \$K252,400 - \$K253,344 per annum; The Associate Professor \$K269,580 - \$K275,320 per annum. Applications and supporting materials should be sent to the Department and Methods of Application are available from the Assistant Registrar, Auckland University of Technology, Auckland, Private Bag, Auckland, to whom applications should be forwarded by 31 May 1992. Please quote relevant Vacancy Numbers in all correspondence. The University of Technology is an Equal Employment Opportunity Employer. SIMON FRASER UNIVERSITY: Department of Biological Sciences. Applications are sought for a tenure track position in Environmental Toxicology in the Department of Biological Sciences at Simon Fraser University. The successful candidate for this Assistant Professor appointment is expected to develop a strong research programme in some aspect of toxicology. As well as partici-

pating in the biology teaching programme, the appointee will be expected to assist in the teaching and development of the undergraduate and graduate programmes in biology programmes. Applicants should submit a curriculum vitae, reports and a statement of current and future research interests, and should arrange to have three letters of reference sent directly to: Dr. B.A. McKewen, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline date for applications is 1 June, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advert is intended to direct to applicants who at the time of application are eligible for employment in Canada.

SIMON FRASER UNIVERSITY: Department of Biological Sciences. Applications are invited for two tenure-track positions at the Assistant Professor level in the areas of: 1. Plant Physiology, 2. Plant Molecular Biology. Applicants should send a curriculum vitae, a statement of research record, they should be able to contribute to undergraduate teaching and research. One of the two positions are for vascular plants, plant physiology, plant molecular biology, general biochemistry, general biology. They will be expected to develop an active and independent research program in their area of specialization. There are many possibilities for research in a number of areas and excellent facilities exist for physiological and molecular biological work. Positions available January 1, 1993; starting dates negotiable. Applicants should submit a curriculum vitae, a statement of research record, and three letters of reference, and should arrange to have three letters of recommendation, including comments on their research and teaching abilities, sent to: Dr. B.A. McKewen, Chair, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. The University of British Columbia is an Equal Employment Opportunity Employer. SIMON FRASER UNIVERSITY: Department of Biological Sciences. Applications are sought for a tenure track position in Environmental Toxicology in the Department of Biological Sciences at Simon Fraser University. The successful candidate for this Assistant Professor appointment is expected to develop a strong research programme in some aspect of toxicology. As well as partici-

pating in the biology teaching programme, the appointee will be expected to assist in the teaching and development of the undergraduate and graduate programmes in biology programmes. Applicants should submit a curriculum vitae, reports and a statement of current and future research interests, and should arrange to have three letters of reference sent directly to: Dr. B.A. McKewen, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline date for applications is 1 June, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advert is intended to direct to applicants who at the time of application are eligible for employment in Canada.

## BIOLOGY

LAURENTIAN UNIVERSITY: The Department of Biology, Laurentian University invites applications from qualified candidates in the area of Vertebrate Zoology for a 22 month limited-term faculty position. A tenure-track contract may be possible at the end of the second year. Appointment is at the Assistant Professor level and will be effective August 1, 1992. Applicants must have a Ph.D. and be qualified to teach courses in Vertebrate Biology/Systematics, Chordate Anatomy, and Human Physiology at the undergraduate level, with opportunity for an upper level graduate course in the candidate's area of specialization. The successful candidate will be expected to develop a research programme independently or in collaboration with other Department members. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Laurentian University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. (English and French) will be given preference. Applications should be sent by May 31, 1992. Applicants should send their Curriculum Vitae, copies of representative publications and arrange to have three letters of reference sent to: Dr. J.O. Shortliffe, Chairman, Department of Biology, Laurentian University, Sudbury, Ontario, P3C 3C6.

## BIOTECHNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - Research Associate. A position as a Research Associate is available in the Biotechnology Laboratory at the University of British Columbia. Studies focus on adenovirus pathogenesis and development of gene delivery systems and presentation. Applicants are required to hold a Ph.D. and have a minimum of 2 years postdoctoral experience. Extensive experience in cellular immunology, cell biology, virology and molecular biology is required. Furthermore, applicants must have research experience in

Canada. Applications should be sent to: Dr. J.O. Shortliffe, Chairman, Department of Biology, Laurentian University, Sudbury, Ontario, P3C 3C6. The deadline date for applications is 1 June, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advert is intended to direct to applicants who at the time of application are eligible for employment in Canada.

## BIOCHEMISTRY & RADIOPHARMACY

UNIVERSITY OF ALBERTA: Faculty of Pharmacy and Pharmaceutical Sciences. Applications are invited for two positions in the areas of Biochemistry and radiopharmacy. The appointees must be at the level of Assistant Professor. The 1991-92 salary range is \$38,555-\$55,755. Applicants must have a Ph.D. degree and postgraduate research experience in fields directly related to pharmaceutical biotechnology, radiopharmacy and/or radiopharmacy. Successful applicants are expected to participate in teaching at both undergraduate and graduate levels, and to develop academic research programs through extramural funding, to complete an established research Faculty. The faculty has 420 undergraduate and 60 graduate students. The University of Alberta has about 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the University. Applications should be sent to: Dr. J.O. Shortliffe, Chairman, Department of Biology, Laurentian University, Sudbury, Ontario, P3C 3C6.

## BLACK STUDIES

DALHOUSIE UNIVERSITY. Applications are invited for a half-time tenure-track appointment in the Transition Year Program. Instructor to teach one course in Black (African-Caribbean) Studies and act as a resource person for Black history and culture classes. Successful candidates should have a strong understanding of Black culture and history, preferably with a Master's degree in appropriate field. Training and/or experience in education or social work would be an asset. Closing date for applications: May 31, 1992. Apply to: Dr. Doug Myers, Dean, Henson College, Dalhousie University, Halifax, N.S. B6H 2W6. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

## BUSINESS

UNIVERSITY OF NEW BRUNSWICK - SAINT-JOHN CAMPUS: The School of Business invites applications for a tenure-track position in Financial Accounting to commence July 1, 1992. The salary will be commensurate with quali-

fications and experience. Qualifications required include a Ph.D. or equivalent. Preference will be given to candidates with experience in the area of Financial Systems. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three references to: Peter McLaughlin, Dean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to employment equity.

## BUSINESS ADMINISTRATION & COMMERCE

ALGOMA UNIVERSITY COLLEGE invites applications for a one-year term appointment with the Department of Business Administration in the areas of Accounting, Marketing, or Human Resource Management. The appointee will be responsible for the role of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Minimum qualifications in Accounting are a graduate degree or diploma in Accounting, stress on the analytical and theoretical framework of Accounting is desirable and a minimum qualification for the areas of Marketing or Human Resource Management is a Ph.D. in the respective or related discipline. This appointment is subject to final budgetary approval. Applications will be accepted until the position is filled. In accordance with Immigration Canada requirements, preference will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a curriculum vitae, with references to: Professor James Giblin, Chair, Department of Business Administration, Algoma University College, 1520 Queen St. E., Sault Ste. Marie, Ontario, P6A 2G4.

UNIVERSITY OF ALBERTA: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. Applications are invited for tenure-track and visiting positions at all ranks in Management Information Systems and Production/Operations Management, and in the areas of Business Administration. For appointment as Assistant Professor, preference will be given to candidates who have completed a Ph.D. degree and who have strong research orientation. Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority in accordance with Canadian immigration requirements. Preference will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. The Department wishes to nominate an eligible applicant with a strong research orientation and experience in Management Information Systems and/or Production/Operations Management for a tenure-track position. The appointee will be responsible for the role of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Preference will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

## UNIVERSITY OF WATERLOO

## DEPARTMENT OF PHYSICS NSERC WOMEN'S FACULTY AWARDS 1993

The Department of Physics of the University of Waterloo invites candidates with a strong record of research accomplishment in biophysics, laser physics, or condensed matter physics (experimental or theoretical) to apply for a 1993 NSERC Women's Faculty Award through the University of Waterloo. Applicants must be Canadian Citizens or Permanent Residents, and would normally have obtained their Ph.D. in the last 5 years.

Candidates should submit a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent by July 15, 1992 to: Dr. R.K. Pathria, Acting Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA, N2L 3G1, TEL: (519) 885-1211, EXT. 2215; FAX: (519) 746-8115.

The Department of Physics of the University of Waterloo is situated on an attractive campus an hour's drive from Toronto. We are a friendly department of about 35 professors. We operate a joint physics graduate program with the University of Guelph, known as (GWP), i.e. the Guelph/Waterloo Program for Graduate Work in Physics. (GWP) was formed in 1981 by the amalgamation of the graduate programs in physics at the neighbouring Universities of Guelph and Waterloo, and has grown to include about 70 faculty and 80 graduate students. Research at (GWP) is funded by over two million dollars in grants and contracts each year.

The NSERC Women's Faculty Awards are intended to expand academic career opportunities for women in the natural sciences and engineering. A successful candidate applying through the Department of Physics at the University of Waterloo will receive a tenure track appointment at the rank of Assistant Professor with the possibility of a reduced teaching load (approximately half that of a regular faculty appointment) to allow her more time to establish her research program. The starting annual salary will depend on research experience and is subject to negotiation, but it will not be less than \$44,000. The target appointment date is July 1, 1993, but this is flexible.

rank position at the Assistant Professor level starting June 1, 1992. Should the nominee be granted an award, it is expected that she will be in the field of her time to research, undertaking only a minimum of teaching duties. The University is committed to Employment Equity at all levels, and encourages applications from qualified women and men, members of visible minorities and disabled persons. Only women who are currently citizens of Canada are eligible to receive the award. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

UNIVERSITY OF MANITOBA: Faculty of Management. Applications are invited in the areas of (i) Accounting and (ii) Finance. Rank is open based on qualifications and experience. Writing applications are invited for a one-year term appointment or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on experience and rank. The rank of Lecturer or Assistant Professor. Appointment date is open; June 1, 1992 preferred. Application date closes when the position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities and disabled persons and persons with disabilities. The University of Manitoba is committed to Employment Equity at all levels, and encourages applications from qualified women and men, members of visible minorities and disabled persons. Only women who are currently citizens of Canada are eligible to receive the award. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Memorial's Faculty of Business Administration and Commerce is seeking qualified candidates for faculty positions in many functional areas due to significant growth in the areas of undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions. In accordance with Immigration Canada requirements, preference will be given to Canadian citizens and permanent residents. Employment dates are flexible, and salaries are competitive with those of other universities in the province. Tenure-track applicants should hold a doctoral degree or be near completion of a Ph.D. degree and have experience in all areas of small business and management development. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Please contact: Dr. Rick Rockie, Dean, Faculty of Business Administration, Memorial University, St. John's, Newfoundland, A1B 3X6; or Dr. G.D. Brewer, Chairman, Department of Commerce, Memorial University, St. John's, Newfoundland, (709) 737-8551, FAX (709) 737-7620.

## CHEMISTRY

UNIVERSITY OF NEW BRUNSWICK - SAINT-JOHN CAMPUS: The School of Business invites applications for a tenure-track position in Financial Accounting to commence July 1, 1992. The salary will be commensurate with qualifications and experience. Preference will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. The Department wishes to nominate an eligible applicant with a strong research orientation and experience in Management Information Systems and/or Production/Operations Management for a tenure-track position. The appointee will be responsible for the role of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Preference will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tombarth, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 Avenue du Commerce, Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY: The Department of Cinema and Television Studies announces, subject to budgetary approval, a probationary tenure-track position in Film Production and Production in Organic Chemistry. The candidate must have at least an M.Sc. in Organic Chemistry and must have had experience in teaching, preferably at the undergraduate level. The position is subject to budgetary approval, falls under the Collective Agreement between the University of New Brunswick and the Teachers' Association, and as such, the appointment is renewable for one or two further two-year terms. The successful candidate must have a strong research orientation and the needs of the Department. Applicants should send a resume, curriculum vitae, and three letters of reference to: Dr. G.D. Brewer, Chairman, Department of Commerce, Memorial University, St. John's, Newfoundland, A1B 3X6; or Dr. G.D. Brewer, Chairman, Department of Commerce, Memorial University, St. John's, Newfoundland, A1B 3X6.

CONCORDIA UNIVERSITY: The Department of Cinema and Television Studies announces, subject to budgetary approval, a probationary tenure-track position in Film Production and Production in Organic Chemistry. The candidate must have at least an M.Sc. in Organic Chemistry and must have had experience in teaching, preferably at the undergraduate level. The position is subject to budgetary approval, falls under the Collective Agreement between the University of New Brunswick and the Teachers' Association, and as such, the appointment is renewable for one or two further two-year terms. The successful candidate must have a strong research orientation and the needs of the Department. Applicants should send a resume, curriculum vitae, and three letters of reference to: Dr. G.D. Brewer, Chairman, Department of Commerce, Memorial University, St. John's, Newfoundland, A1B 3X6; or Dr. G.D. Brewer, Chairman, Department of Commerce, Memorial University, St. John's, Newfoundland, A1B 3X6.

## CLASSICS

MOUNT ALLISON UNIVERSITY: The Department of Classics and Archaeology is invited for an eight-month sabbatical replacement position, subject to budgetary approval, commencing September 1, 1992. An applicant should hold a Ph.D. in a relevant field and be near completion and have a demonstrated commitment to undergraduate teaching and research in the field of Classics and Archaeology is desirable. Duties will include teaching courses in the areas of classical history and language instruction in Greek or Latin. The appointee will be responsible for the role of Lecturer or Assistant Professor. The 1991-92 annual salary range for Lecturer is \$28,019 to \$40,415 and for Assistant Professor is \$34,169 to \$48,060. An applicant should include a curriculum vitae and the names of three referees, and should be sent to: Dr. N. Cohen, Head and Chair, Department of Classics, Mount Allison University, Sackville, New Brunswick, B4S 1A6. The closing date for receipt of applications is 31 May, 1992. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

# Hong Kong Polytechnic

## HEAD OF DEPARTMENT OF ELECTRONIC ENGINEERING (tenable immediately)

## HEAD OF DEPARTMENT OF COMPUTING (tenable in early 1993)

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to doctorate level.

### Department of Electronic Engineering

The Department of Electronic Engineering offers a part-time MSc Degree course in Electronic Engineering and a BEng (Hons) Degree course on a sandwich or full-time as well as part-time basis. In addition, the Department also offers a range of postgraduate and higher diploma/higher certificate programmes. Currently, it has approximately 28 MPhil/PhD research students, 40 part-time MSc students, 460 full-time students and 400 part-time students. In 1991/92, the Department has an academic establishment of 47, and enjoys strong technical and administrative support.

### Department of Computing

The Department of Computing offers a part-time MSc Degree course in Information Systems, a BA(Hons) Degree course in Computing Studies and a BA(Hons) Degree course in Information Technology. In addition, the Department also offers a range of postgraduate and higher diploma/higher certificate programmes. Currently, it has approximately 4 MPhil/PhD research students, 90 part-time MSc students, 570 full-time students and 70 part-time students. In 1991/92, the Department has an academic establishment of 56, and enjoys strong technical and administrative support.

Both departments have close links with local industry and these are reflected in a range of consultancies in each department. Research is being vigorously pursued. The Head of Department will, in each case, be expected to provide leadership to his/her team of academic staff in all aspects of academic activities including teaching, research and consultancy.

### Qualifications and Experience

Candidates should have high academic qualifications at doctoral level and appropriate professional qualifications, together with a proven record of research activities and publications. Relevant experience in industry and the profession will be distinct additional advantages. Candidates will also be required to demonstrate the personal qualities necessary to lead and manage a sizeable Department with all its diverse functions.

### Professorial Title

Consideration will be given to the award of the title of Professor to a suitably qualified appointee.

### Salary and Conditions of Service

The salary is within a range and not less than HK\$657,000 p.a. (CAN\$1 = HK\$6.50 approximately as at 24 March 1992)

Initial appointments at this level are normally made on a fixed term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period is payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidized housing, leave, passages, medical and dental scheme, and children's education allowance.

### Applications

Application including curriculum vitae and names of three referees should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before May 31, 1992 (Fax 852-364-2166). Further information is obtainable from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill these posts or to fill them by invitation.















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We are primarily interested in someone with experience in child assessment, psychopathology, or therapy, or family systems, but will consider other backgrounds. A strong publication track record, good supervising and supervisory experience, and clinical experience are required. The successful applicant will teach primarily in our clinical graduate program, with some undergraduate teaching required. We have a well established, CPA/AAE-accredited, M.Ed. program that is strongly supported by the University. Good opportunities for research and professional practice are available. In accordance with immigration requirements, this advertisement is directed to the first instance of citizens and permanent residents. Other qualified applicants are encouraged to apply. The University of Saskatchewan is committed to the principles of employment equity. Applicants should submit a letter of application and a curriculum vitae, and arrange to have three letters of reference sent as soon as possible to: Dr. Linda McMillan, Department of Psychology, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0.

## RUSSIAN

**UNIVERSITÉ LAVAL - Département de langues et linguistique** : Professeur ou professeur de russe. Poste à temps complet. Date d'entrée en fonction : 1<sup>er</sup> août 1992. Doctorat en linguistique russe ou en didactique des langues (non obligatoire). Excellentes connaissances du russe (niveau langue maternelle) et du français. Expérience de l'enseignement du russe et expérience de l'enseignement universitaire en linguistique. Dossier de publications dans des revues de linguistique et de langues secondaires. Aptitude au travail en équipe. Enseignement dans les cycles de langues secondaires. Connaissance des langues secondes ou étrangères et/ou de linguistique, notamment de cours de langues russes et de linguistique et/ou de didactique des langues. Encadrement d'étudiants et de professeurs. Conditions d'enseignement et traitement selon la convention collective en vigueur entre l'Université Laval et le Syndicat des professeurs de l'Université Laval. Curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom, l'adresse et les coordonnées de référence, à l'attention de : Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Pavillon Charles-De Koninck, 2289, Université Laval, Québec, G1K 7P4. Date de clôture du concours : le 28 mai 1992. L'Université Laval applique un programme d'admission à l'égard qui consacre des places aux personnes d'origine ou de milieu défavorisés, ainsi qu'à l'engagement de femmes. N.B. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens/citoyennes canadiens/ennes et aux résidents permanents.

## SOCIAL SERVICE

**UNIVERSITÉ LAURENTIENNE, SUDBURY, ONTARIO** : L'école de service social est à la recherche d'une personne pour enseigner aux niveaux du premier et deuxième cycles. Ce poste peut mener à la permanence. Qualifications requises : la préférence sera accordée aux titulaires d'un doctorat. Les candidats et les candidates doivent avoir une expérience de publications authentifiées ou une preuve de leurs aptitudes à mener et superviser un travail de recherche. La personne choisie devra pouvoir enseigner en français et s'exprimer en anglais. Les personnes intéressées sont priées de soumettre leur candidature, accompagnée de leur curriculum vitae et des noms de trois répondants, avant le 31 mai 1992. L'Université Laurentienne applique un programme d'admission à l'égard qui consacre des places aux personnes d'origine ou de milieu défavorisés, ainsi qu'à l'engagement de femmes. N.B. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens/citoyennes canadiens/ennes et aux résidents permanents. Vous êtes priés d'adresser votre candidature et un curriculum vitae à : Jean-Marc Bélanger, Coordonnateur adjoint du service social, Université Laurentienne, Sudbury, Ontario P6A 2G6.

## SOCIAL WELFARE

**ALGOMA UNIVERSITY COLLEGE** invites applications for a tenure stream faculty appointment in Social Welfare, Salary and rank are commensurate with qualifications. A completed Ph.D. is preferable. Teaching areas include Introduction to Social Welfare, Social Welfare as a Social Institution, and Social Policy. Candidates should also have experience in Native issues and an awareness of the needs of the handicapped. Please send a curriculum vitae and related language as an asset. Duties will commence July 1, 1992. Algoma offers an undergraduate centered teaching environment, an excellent quality of life, and competitive salary and benefits. Applicants should submit a current curriculum vitae and names of three references to: Professor J. Gibson, Academic Dean, Algoma University College, 1520 Queen's Ave. East, Sault Ste. Marie, Ontario P6A 2G4. Position is subject to budgetary approval, and may be filled as soon as qualified candidates are found. This advertisement is directed to Canadian citizens and permanent residents. AUC is committed to employment equity and encourages applications from women, members of visible minorities, and persons with disabilities.

## SOCIAL WORK

**DALHOUSIE UNIVERSITY - Maritime School of Social Work**: Tenure Track Position, Assistant/Associate Professor. Responsibilities: teach community social work practice and conduct research courses in a graduate program in social work; research and scholarly work in community practice, community development, community organizations; supervision of graduate research projects; and field practice, ability to develop and teach an undergraduate course in the field of community practice and in other areas of advanced social work. Qualifications: Ph.D. or equivalent degree in Social Work or closely related field; demonstrated achievement in research and scholarly work in the area of community based services and community development; teaching effectiveness; experience in community social work practice. Starting July 1, 1992 - salary to be determined by approval. Dalhousie University is an Employment Equity / Alternative Action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send a curriculum vitae and related application material along with the names of three prior academic and professional referees by May 29, 1992 to: Professor Susan Glynn, Director, Maritime School of Social Work, Dalhousie University, Halifax, N.S. B3H 3A5. Telephone: (902) 494-2760. Facsimile: (902) 494-5703.

## SOCIOLOGY

**CARLETON UNIVERSITY - Department of Sociology and Anthropology**: Subject to budgetary approval, applications are invited for eleven non-tenured positions at the undergraduate level in the Department of Sociology. The successful candidates will be responsible for teaching and research methods. Candidates with teaching experience in any of all of the above areas are encouraged to apply. When applying, submit a curriculum vitae, names of three references, and a letter of recommendation, available to: Professor Stephen Richer, Chair, Department of Sociology, Carleton University, Ottawa, Ontario K1S 5B6. Salary will be commensurate with qualifications. Effective date of employment: August 1, 1992. Application deadline: May 31, 1992. Carleton University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

**YORK UNIVERSITY - Faculty of Arts, Department of Sociology**: Applications are invited for one full-time position in advanced qualitative and/or quantitative research methods, at the rank of Assistant Professor, commencing July 1, 1993. A Ph.D., a record of sociologically relevant research, and a demonstrated specialization and demonstrated skills in, and commitment to, teaching are required. Teaching duties will include the following areas: a) an asset, time, health, Native issues, social and cultural theory, methodology, and research; b) teaching at the graduate and undergraduate level; c) involvement in departmental research; and d) involvement in departmental research. Salary dependent on qualifications. Send curriculum vitae, a letter stating interests relevant to the position, copies of three publications, and the names of three references to: Professor Armstrong, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ontario M3J 1P3. Application deadline is September 1, 1992. York University is an equal opportunity employer. Employment equity policy, including affirmative action for women faculty, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to final budgetary approval.

## VETERINARY MEDICINE

**MCMASTER UNIVERSITY - Director, Central Animal Facility**: McMaster University is seeking an individual to assume responsibility for the management of the Central Animal Facility (CAF). McMaster University is a research intensive institution offering research programs which include animal experimentation in the Faculty of Health Sciences and the Departments of Psychology and Biology in the Faculty of Science. The institution prides itself on its innovative approach to education, where it has eliminated the use of animals in medical education. It is committed to the appropriate use of animals in the health and life sciences. In compliance with the requirements of the OMAF and the guidelines of the CCAC Reporting to the Associate Dean (Research), the CAF is responsible for managing the facility and its staff and the preparation of budget which governs its operation. The Director will be responsible for ensuring that procedures and standards of the CAF are provided to the animals located within the CAF, as well as other smaller facilities associated with McMaster University. The Director is responsible for establishing good working relationships with the community of researchers who use the animal facilities. The Director is also responsible for approval by the Animal Research Ethics Board, by providing consultative advice related to animal experimentation. The successful candidate will have previous experience in managing a facility which housed a large number of animals, and should have a V.M. degree, be licensed to practice veterinary medicine, and have a Ph.D. and should have qualifications and/or experience related to

laboratory animal experimentation. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Send curriculum vitae, names of three references should be directed to: Dr. G. Underwood, Associate Dean (Research), McMaster University, 1200 Main St. W., 3rd Floor, Hamilton, Ontario L8N 3Z3. The position will be available from July 1, 1992.

## ZOOLOGY

**THE UNIVERSITY OF MANITOBA: NSERC Award for Women**. The Department of Zoology at the University of Manitoba wishes to nominate a candidate for a NSERC Woman's Award. Award in the 1993 competition. The Department of Zoology encourages research with start-up funds, suitable space and initially a reduced teaching load. Applicants must be Canadian citizens or permanent residents, have obtained the doctoral degree within the last five years, and have demonstrated a potential for developing an international program of research. Salary will be commensurate with experience. The University offers a smoke-free environment, save for specially designated areas. Curriculum vitae, a statement of research interests, a selection of recent reprints and three letters of reference should be sent by July 15th to: Dr. J. G. Head, Department of Zoology, University of Manitoba, Winnipeg, R6S 2A6. Telephone: (204) 474-5245; Fax: (204) 276-6352.

**THE UNIVERSITY OF TORONTO: Research Associate, Insect Endocrinology/Biochemistry**. Applications are invited for a Research Associate position, commencing June 15, 1992. Ph.D. in insect physiology/biochemistry, with research experience with biochemical regulation of insect endocrine systems by neuroendocrine and/or hormonal mechanisms. Publications in insect endocrinology and training in insect microscopical, cell culture, and molecular techniques. Strong background in insect behaviour and Drosophila genetics. Excellent communication skills. Send curriculum vitae, and publications relating to spread sheets, graphics, electronic communications and statistics also required. Knowledge of plant secondary metabolites also helpful. Applicant must be able to work cooperatively in projects that will include the isolation and cloning of modulators of endocrine gland activity in insects and crustaceans. Salary commensurate with experience; minimum \$24,000. Application deadline: May 31, 1992. Send curriculum vitae, brief statement of research experience and names of three references to: Dr. S. Tobe, Department of Zoology, University of Toronto, 25 Harbord St., Toronto, Ontario M5S 1A1. This advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

## FACULTY EXCHANGE

**FACULTY EXCHANGE CENTRE**, non-profit organization established in 1970, helps (1) college and university professors to exchange teaching positions and (2) all educators to interchange houses with colleagues on this continent and as well as member colleges. For more information and self-addressed reply card, 952 Virginia Avenue, Lancaster, PA, USA, 17603, 717-333-1130.

## ACCOMMODATION

**NOUSE FOR RENT**: 3+ bdrms, 2 baths, living, dining, kitchen, fireplace, central air conditioning, carpeting, tile, granite, near subway, ample storage, quiet street. 2 years, \$1750 cash/tenant (reli. Phone 416-485-8302, 705-756-2205).

**GUELPH: Subabulous For Rent**. Lovely, large, furnished 2-store home, professionally decorated, bright, light and open. Living, dining, kitchen, fireplace, eat-in kitchen, 3 bedrooms, 3 baths, fireplace, rec room, deck, air condi-

tioning, garage, baby grand piano. 5 minute drive to U of Guelph, 1 hr. U of Toronto. Available August 15, 1992 to July 31, 1993. Call: (519) 821-2493 home; (519) 824-1233 X-3070 office.

**PROVINCE, South of France**. 3 bedroom house (unfurnished) in the picturesque village of Pyreleux, 20 km. east of Aix-en-Provence. Phone, washer, central heating. Available August 1992 - July 1993. \$700/month + utilities. Bath, (416) 578-7458 or (416) 533-8844 after 8 p.m.

**DUNDAS: Furnished 3 bedroom house**. Five appliances. Enclosed yard. Garage. Garden. 25 minute walk to McMaster. 1 August 1992 - Spring 1993. \$1,100/month. Call: (519) 234-6186.

**LONG: Furnished Flat in Hotel**. One bedroom plus study and roof terrace; salubrious bathroom and kitchen; about one mile or less from most of the University of London campuses. 150 pounds per week plus utilities. (819) 459-2105.

**QUEBEC CITY: Quebec City**. From July 1, 1992 to June 30, 1993. Entirely furnished apt-level, 3 bedrooms, fully equipped kitchen, laundry facilities, living, dining room, 2 bathrooms. Fireplace, piano, terrace parking. Quiet and woody area - \$505/mo. Rajean Trepanier, 13485 Duhamel, Québec, QC G2A 3A1. Tel.: (418) 845-0154 - FAX: (418) 628-2540.

**HOUSE FOR RENT**: Central Toronto, Yonge/Eglinton (Subway) Lux. Furn. 3 bdrms 3-bath, 2nd floor. Quiet, safe, close to shopping, P.P. 6 Appl. Air, Pkg. \$2400. Aug. 92 for 1 yr. 416-924-1833.

**WANTING VANCOUVER?** Wanting a newly finished room + bath in a beautiful old house for rent anytime for \$40/day. Whole house available July 8 - 28 for \$400/week. No Pet. Grey area, close to school. 604-255-3337.

**EDMONTON, SCOTLAND**, fully furnished 3 bedroom flat for rent from September 1992 to June 1993. Centrally located (New Town), all modern conveniences including central heating, childproof, children welcome. Call Kathryn Chittick/Stephen Brown (705) 741-5282 for details. 1-800-367-7777.

**WINDSOR, ONTARIO Bdr and Breakfast near U of W**. Antique furnished; fully equipped; 1000 sq. ft. P51 no GST. (519) 258-3837.

**VANCOUVER**, house for subabulous rent. August 1992-August 1993, furnished, 3 bedroom, dining, living with fireplace, large fenced backyard, full lawn and trees, quiet Richmond house, 20 minutes to UBC. Dr. Afimias, UBC.

**MECH. PRO. TEL. (704) 822-5622**. Fax: (604) 822-2403, e-mail: alimias@mech.ubc.ca

**PROVINCE, South of France**. Les Milles - Location de septembre 92 à juin 93 inclus: jolie maison, individuelle, beau décor pour personnes ou couples, plus 500 m<sup>2</sup> de terrain, piscine, grand jardin calme, piscine, 4 chambres, 2 salles de bain, tout équipé, parc, piscine, auto, 50000 FF par de charges + agences. Tel. France 15.42.42.42, 92, après 21 heures.

**UNIVERSITY OF BRITISH COLUMBIA**  
Department of Oceanography  
Two Post-Doctoral Research Fellowships

1. To work with Prof. S.E. Calvert on the stable isotopic composition of settling and suspended particulate matter in the modern ocean.

2. To work with Prof. T.F. Pedersen on the late Quaternary history of organic matter burial in marine sediments, using stable C, O and N isotope analyses and inorganic chemical measurements.

Both positions are funded by the Natural Sciences and Engineering Research Council of Canada and the work will form part of the Canadian JGOFS program. Expertise in modern stable isotope techniques is essential, and seagoing experience will be an advantage. Salary \$29,000 p.a. Please send application with curriculum vitae and the names and addresses of three potential referees to either Dr. Calvert or Dr. Pedersen at: Department of Oceanography, University of British Columbia, Vancouver, B.C. Canada V6T 1Z4. FAX: (604) 822-6091; TEL: (604) 822-5846; TELEMAIL: UBC.OCGY. Closing date: July 15, 1992.

UBC encourages qualified women and minority applicants.



# President University of Waterloo

The Board of Governors, through a university-wide nominating committee in consultation with The Landmark Consulting Group Inc., is conducting a search for a President. The initial six-year appointment of the President will begin on July 1, 1993, or as soon as possible thereafter. The Presidential Nominating Committee invites nominations of, and applications and expressions of interest from persons who could provide outstanding leadership.

The University of Waterloo is a co-educational and non-denominational University and offers programs within six Faculties - Applied Health Sciences, Arts, Engineering, Environmental Studies, Mathematics and Science - and four church-related Colleges - The University of St. Jerome's College (Catholic), Renison College (Anglican), Conrad Grebel College (Mennonite) and St. Paul's College (United). The current full-time undergraduate enrolment is in excess of 16,000 students; full-time graduate enrolment is approximately 1,700. Full-time enrolment approaches 8,900 in undergraduate studies and 450 in graduate studies. The University also offers an extensive continuing education program. Its innovative year-round correspondence program with over 18,000 course enrolments in more than 300 courses is one of the largest degree credit programs conducted by any university in North America.

Established in 1957, the University is located on a 365-hectare site in southern Ontario, about an hour west of Toronto. A distinctive University of high quality stemming from the many innovations in research and teaching that it has pioneered throughout its history, the University introduced the co-operative system of education in Canada with the beginning of the Co-operative Engineering Program. Current co-operative enrolment of over 8,000 students in all six Faculties is the largest in the world with an average of 2,400 employers participating each year. The University of Waterloo is internationally renowned for basic as well as applied research and technology transfer. It is one of the most research-intensive Canadian universities with state-of-the-art research being conducted in six Faculties, 27 Senate-approved Centres and Institutes, 11 Chairs, five provincial and six federal Centres of Excellence. Research funding in 1991-1992 was in excess of \$50 million.

Nominations and applications should include a curriculum vitae and a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for the presidency. Nominations and applications will be treated in strict confidence and are to be submitted on or before June 30, 1992. Address correspondence to:

Dr. Sylvia Dstry or  
Chancellor and Chair  
Office of the  
University Secretary  
University of Waterloo  
Waterloo, Ontario  
N2L 3G1

Dr. Janet Wright  
The Landmark Consulting  
Group Inc.  
155 University Avenue  
Suite 206  
Toronto, Ontario  
M5H 3B7

In accordance with Canadian immigration requirements and The University of Waterloo Act 1972, this advertisement is directed to Canadian citizens. The University of Waterloo encourages nominations of and applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In view of the University's commitment to increase the number of women in faculty and senior administrative positions, nominations and applications from women candidates are particularly welcome.

# UNIVERSITY OF GUELPH

## DEPARTMENT OF CONSUMER STUDIES

Applications and nominations are invited for the Chair of the Department of Consumer Studies at the University of Guelph. The interdisciplinary field of Consumer Studies centres its scholarship and teaching on: the behaviour of consumers with respect to the choice, purchase and use of goods and services; the marketplace interactions of consumers, producers, sellers and regulators; and the application of such knowledge to the management of firms and institutions in the areas of consumer policy and marketing.

Candidates should have: a Ph.D. or equivalent in a field related to the Department's interests; a record of significant scholarship, demonstrated interpersonal and administrative capabilities, and a commitment to excellence in the conduct and development of teaching and research programs. Those with past university experience, presently employed in government or the private sector, are also encouraged to apply.

The Department offers an undergraduate major in Consumer Studies within an Applied Science program, and in Marketing within a Commerce program. There is a subsidiary interest in Housing and Real Estate Management. The Department's two M.Sc. specializations are Consumer Policy and Affairs, and Marketing Management. The Department also participates, on a collaborative basis, within other post-graduate business programs.

Nominations and applications are open until May 31, 1992, or until the position is filled. Appointment is subject to final budgetary approval.

Applicants, nominations and enquiries should be directed to:

Dr. Richard M. Barthel, Dean  
College of Family and Consumer Studies  
University of Guelph  
Guelph, Ontario  
Canada N1G 2W1  
Tel: (519) 824-4120 ext. 2400  
Fax: (519) 837-1521

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



**FURNISHED HOUSE FOR RENT:** Nice garden, quiet area, very private. Location: Clayton Park 15 mins. from Mt. Saint Vincent & by car 15 mins. from other universities. Amenities: 2 bedrooms, fully equipped kitchen, laundry facilities, in-law room with air-light stove, large book collection, available mid August '92 until June '93. Rent: only \$300 per month + utilities (time and rent are negotiable). Apply to: A. Doran, 800-9-Scatter Road, Halifax, N.S. B3M 1L1. Phone: Residence 902-443-1271; Business 902-426-5751 (Proulx).

**SEABATICAL LEAVE!** Need some peace of mind? For rent (Sept - June) fully furnished home on historic island 14 km off the coast of Cape Breton. Magnificent views. All amenities, plus caretaker with boat and farm. Contact: Gerard Nadeau, York University 416-736-5133.

**CHARMING 4-BEDROOM FAMILY HOME** in Point Grey area of Vancouver, B.C. available for rent July 1, 1992 to June 1993. Location 5 minutes from University of British Columbia. Large lot with lawn. All conveniences. John P. Sloan, M.O. 3021 West 37th Avenue, Vancouver, B.C. V6N 3V7 (604) 261-5281.

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## MOUNT ALLISON UNIVERSITY UNIVERSITY LIBRARIAN

Mount Allison University invites applications and nominations for the position of University Librarian commencing August 1, 1992 or as soon as possible thereafter.

Founded in 1939 in Sackville, New Brunswick, the University offers academic programs of high quality. Enrollment is limited and at present there are 1,950 full-time undergraduate students. Emphasizing a liberal approach to education in all its programs, the University offers degrees in Arts, Science, Fine Arts, Music, Commerce and Education.

The University Librarian is responsible to the Vice-President (Academic) for all aspects of the operation of a main library, a branch library and the University Archives, with a full-time staff of 29, including 8 librarians, and a collection of 350,000 volumes, 400,000 microforms, 250,000 government documents, 8,000 recordings, and 1,700 serial subscriptions. The Library has adopted the DRA integrated library system.

The successful candidate will have an MLS degree, or equivalent, and a strong record of professional achievement and administrative experience, acquired in an academic setting. Familiarity with current information technologies is highly desirable.

Nominations or applications, together with a curriculum vitae and the names of three referees should be received before 15 June 1992 by:

Dr. Sheila A. Brown  
Vice-President (Academic)  
Mount Allison University  
Sackville, N.B. E0A 3C0  
Tel: (506) 364-2430

Applications are encouraged from minority groups and both genders.



## THE UNIVERSITY OF BRITISH COLUMBIA FACULTY OF MEDICINE DEPARTMENT OF PATHOLOGY DIVISION OF MEDICAL MICROBIOLOGY

With the assistance of an MRC program development grant, this University seeks to establish a research program in neurovirology. We wish to recruit a PhD level Senior Investigator at the rank of Professor or Associate Professor with an established academic record in the field of virus/CNS interaction. We also wish to recruit two more PhD level junior faculty members at the rank of Associate or Assistant Professor with research experience complementary to this program.

These scientists will be a focus for the continuing development of research in neurovirology in association with existing local faculty members in various departments. They will also foster collaboration with investigators in other academic institutions through collaborative investigations and consultations.

The MRC program that sponsors this research has special provisions for investigators to apply for operating and capital equipment grants. Furthermore, the salary components of this program development are contingent on support by the MRC for a comprehensive proposal of exceptional merit.

The anticipated starting date will be January 1, 1993. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants.

For further information, please contact:

J.A. Smith, MD, FRCP  
Head and Professor  
Division of Medical Microbiology  
University of British Columbia  
Room 211, 2660 Oak Street  
Vancouver, B.C.  
V6H 3Z6

The deadline for applications from individuals and groups is June 30, 1992.

ST. THOMAS UNIVERSITY has issued a call for papers for a conference on AIDS and Catholic higher education. Abstracts must be postmarked by 1 November 1992. The conference, scheduled for 22-25 April 1993, will examine how Catholic institutions of higher education have responded to the AIDS epidemic and will consider policy options for the future. For more information about the conference and how to participate, contact Brian Douthett, AIDS Advisory Committee, St. Thomas University, Fredericton, New Brunswick, Canada E3B 5G3; Tel: (506) 852-0540, Fax: (506) 852-0541.

**CONFERENCE AND CALL FOR PAPERS:** Knowledge Across Cultures: Universities East and West. The Higher Education Group, Ontario Institute for Studies in Education, is hosting an international conference in Toronto, October 7-10. The focus is on knowledge transfers across the continuum, including science and medicine, the social sciences and the arts. Call for Papers: A one page abstract of panels or papers should be sent to the conference office by June 15. Registration fee \$120 before August 15 - \$150 after; Students \$60 before August 15 - \$75 after. Brochure available from Conference Office, Higher Education Group, OISE, 252 Bloor St. W., Toronto, Ontario, M5S 1V6. Fax: 416-978-1729. Tel: 416-923-6841. Tele: 416-978-1720.

**UNIVERSITY CONTINUING EDUCATION - 35th Annual General Meeting & Conference:** The Continuing Educator: Entrepreneur or Social Activist? June 10-13, Regina, Saskatchewan. Hosted by the University of Regina, University Extension & Saskatchewan Indian Federation College. For more information, call (902) 779-4615.

**CALL FOR PAPERS:** Journal of History and Politics/Revue d'Histoire et de Politique, an annual journal devoted to articles on special topics of current historical or political interest, is planning an issue for 1992 on the theme of "The Evolution of Socialism". Articles on past or present transformations of socialist theory and practice are invited from scholars working in all disciplines and areas. Submissions should be no more than 10 000 words in length, and should reach the journal by June 15. Contact: M.J. Gidycz, L.G. Harvey, J.A. Smith, Bishop's University, Lennoxville, Quebec, Canada J1M 1Z7 (819) 822-9600, FAX (819) 822-9651.

**THIRD INTERNATIONAL CONFERENCE ON ETHICO-ECONOMICS:** Relations Between Ethical Values and Social Institutions, Oct. 8-9, 1993, Sydney, NS. Professor M.A. Choudhury, Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2, (902) 539-5300.

**THE INTERNATIONAL JOURNAL, Humanities, now publishing vol. 9, nos. 1-5, 1992 (Hull, Eng.).** Earnerick Publications, is calling for scholarly articles in the areas of ethics, economics, and socio-economic development.

ethics and philosophy of science, philosophy of the social sciences, and economic epistemology. History of economic thought in the area of ethics-economics and related fields. Articles are not restricted by length and technical nature. Two copies of articles may be sent to the Editor, Humanities, Department of Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902) 539-5300.

**THE CANADIAN SOCIETY OF MICROBIOLOGISTS:** National Meeting, June 14-16, (42nd Annual Meeting) Memorial University. Contact Dr. John

Gow, Biology Department, Memorial University, St. John's, Newfoundland A1B 3X9. Inquiries concerning the Society and its activities may be made to: CSM Secretariat, 12005 Prince of Wales Drive, Ottawa, Ontario K2C 1M5. **CALL FOR PAPERS:** Papers are invited for a conference on the Unity of Knowledge, sponsored by University College, University of Toronto, and Capri Institute for International Social Philosophy, taking place in Capri, Italy, 9-14 June. For information or to submit papers: Peter Morgan, University College, Toronto M5S 1A1.



THE UNIVERSITY OF MANITOBA

## HOCKEY COACH

Applications are invited for a term appointment to the position of Head Hockey Coach at the University of Manitoba. Duties will include recruiting, budget preparation, scheduling, team selection, operation of practices and games, and all other facets of a coaching position.

In addition, other duties will include undergraduate teaching of activity courses in the Bachelor of Physical Education Degree Program and acting as the Assistant Director - Hockey and Skating Camps.

Salary and rank will be commensurate with qualifications and experience, with a minimum of a Bachelor's degree or equivalent required.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

A curriculum vitae with references listed should be sent by June 1, 1992 to: Mr. Mike Moore, Athletic Director, Room 124 Frank Kennedy Centre, Faculty of Physical Education and Recreation Studies, Winnipeg, Manitoba, R3T 2N2.



## HEAD DEPARTMENT OF MEDICINE QUEEN'S UNIVERSITY

The Faculty of Medicine at Queen's is seeking an outstanding academic to serve as Professor and Head of its Department of Medicine. Applicants should have attained national and international stature in their fields and have demonstrated excellence in scholarship, clinical service and administration. The individual we seek will be responsible for the organization of the medical services within the two acute care teaching hospitals, for the teaching programs and the development of research within the department. As well as the provision of tertiary care to the region, these two hospitals also provide other levels of care in meeting the needs of the community.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. This is a full-time, tenure-track position with salary commensurate with qualifications and experience. Those interested should forward a letter of application, a curriculum vitae and the names of three referees by 15 June 1992, to:

Dr. R.F. Maudsley  
Vice-Dean, Faculty of Medicine  
Queen's University, Battershall Hall,  
Kingston, Ontario, K7L 3N6



## Dalhousie University SCHOOL OF NURSING LIMITED TERM POSITION

A three-year limited term position commencing July 1, or September 1, 1992, (subject to budget approval) is available in a large metropolitan university with excellent affiliated clinical and research facilities. The School has both graduate and undergraduate programs. The position involves classroom and clinical teaching mainly at the undergraduate level with opportunity to work with graduate students. Contribution to the School of Nursing research program on Social Support is an expectation of this position. The successful candidate will have a graduate degree in nursing (PhD preferred) or related field, teaching experience and research expertise pertaining to the area of social support and coping. Clinical experience in med-surg, community, or family nursing is required. Deadline for application is May 31, 1992.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Please submit résumé with the names of three referees including most recent employer to: Dr. Deborah Tamlyn, Director, School of Nursing, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

## ASSISTANT / ASSOCIATE PROFESSOR — HUMANITIES

NOVA SCOTIA AGRICULTURAL COLLEGE, TRURO

Duties: Teaching responsibilities include undergraduate projects. Involvement in graduate studies, developing and conducting a research program in Human and Social Geography (with a regional and rural focus) and in Land Use.

Qualifications: Ph.D. in Geography with background in Human and Social Geography and specific concentration on Canadian regionalism and rural economy, society, settlement and land use or an acceptable equivalent. Some training in environmental studies and biogeography would be expedient. Ability to work in an interdisciplinary environment is essential.

Salary Range: Commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents.

Full Civil Service benefits. The Province of Nova Scotia is an equal opportunity employer. Please quote Competition Number: A1-0025 Closing Date: May 28, 1992

For additional information:

Mr. P.M. Senger  
Associate Professor and Head  
Department of Humanities  
N.S. Agricultural College  
P.O. Box 551  
TRURO, Nova Scotia, B2N 5E3  
Phone: (902) 893-6600

Applications and/or résumés along with three references should be submitted to the Nova Scotia Civil Service Commission, P.O. Box 943, Halifax, Nova Scotia, B3J 2V9.



Department of Agriculture and Marketing



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